MASTER AGREEMENT
between the

GENESEE
BOARD OF EDUCATION

and the

GENESEE EDUCATION ASSOCIATION

LOCAL 10/MEA/NEA

2026-2027
2027-2028

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AGREEMENT BETWEEN THE GENESEE BOARD OF EDUCATION AND THE GENESEE EDUCATION ASSOCIATION MEA/NEA

THIS AGREEMENT entered into this 19th day of August 2026 by and between the Genesee Unit of Local 10 MEA-NEA (or its successor MEA affiliated organization), a Michigan labor organization, hereinafter called the Association, affiliated with the Michigan Education Association, hereinafter called the MEA, and the National Education Association, hereinafter called the NEA, and school board of education of the district of Genesee, the township of Genesee, Michigan, hereinafter called the Board, the signatories shall be the sole parties to this Agreement.

WITNESSETH:

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

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and

WHEREAS, the Board has statutory obligation, pursuant to the Michigan Public Employment Relations Act, as amended, to bargain with the Association as the representatives of the teaching personnel with respect to hours, wages, terms and conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, therefore, in consideration of the following mutual covenant, it is hereby agreed as follows:

ARTICLE 1- RECOGNITION

A. The Board hereby recognizes the Association as the sole and exclusive bargaining agent under the Michigan Public Employment Relations Act for all certified or professional personnel whether under contract, on leave, or on per diem, hourly, or class rate basis, employed or to be employed by the Board. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree, in advance, that such positions are principally supervisory and administrative. Such representation shall exclude Superintendent, Assistant Superintendent, Directors of School and Community Relations, Principals, Assistant Principals, Business Managers, Athletic Director, Special Services Coordinator, Media Administrator, Dean of Students and any other person engaged more than fifty percent of the time in the direct administration and supervision of professional personnel. The term "Teacher" when used hereinafter in the Agreement shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined.

B. It is understood that the members of the bargaining unit set forth in the above recognition clause have the responsibility for performing duties normally associated with these positions.

C. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of the Agreement.

ARTICLE 2- TEACHER RIGHTS

A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws 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 the Act 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/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, or his/her institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any teacher rights he/she may have under the Michigan Revised School Code or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided that when special custodial service is required, the Board may make a reasonable charge therefore. No charge shall therefore be made for use of schoolrooms.

D. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

E. The Association shall have the right to use school facilities and equipment at reasonable times when such equipment is not otherwise in use.

F. The Association shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mailboxes for communication to teachers.

G. The Board agrees to furnish to the Association in response to reasonable requests all available information concerning the financial resources of the district, including but not limited to, annual financial reports and audits., register of certificated personnel, tentative budgetary requirements and allocations, agendas and minutes of all Board meetings, treasurer's reports, census and membership data, names and

addresses of all teachers, salaries paid thereto, and educational background and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

H. The Board shall consult with the Association on any new or modified fiscal, budgetary or tax programs, construction programs, or major revisions of educational policy, including Performance Contracting and Accountability Models, 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. The Board shall collaborate on any proposal for additional operational or building millage with the Association. Beginning the month after ratification of this collective bargaining agreement, and every 90 days thereafter, the association president will be given a complete listing of bargaining unit staff members , via an agreed upon digital format. The district will notify the association president, and one other individual designated by the association, of new hires and terminations.

I. The Board and the Association recognize the importance of ongoing professional development. District-wide professional development will be determined by the Superintendent and building-level administrators and aligned with the District School Improvement Plan. The District reserves the

right to provide professional development unrelated to the District School Improvement Plan as deemed necessary by the district administration. Building professional development will be determined by the building administrator in consultation with the teachers acting as the building and/or committee school improvement chairs (Department Heads) and aligned with the building's School Improvement Plan. The building principal may, on occasion, schedule needed training and/or professional development not related to the School Improvement Plan as deemed necessary by the school Administration.

J. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or lack thereof shall be grounds for any discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board. The teacher, however, shall agree to govern his/her private and personal life, insofar as it affects his/her teaching position, by the Michigan Code of Educational Ethics.

K. The provisions of this Agreement shall be applied without regard to race, religion, color, national origin, age, sex, marital status, or disability.

L. The rights granted herein to the Association shall not be granted or extended to any competing labor organization.

M. Board shall place on the agenda of each regular Board meeting as the first item for consideration under "New Business" any matters brought to its

consideration by the Association so long as those matters are made known to the superintendent's office 48 hours prior to said regular meeting.

N. The parties involved recognize the right of each appropriately to invoke the assistance of Michigan Employment Relations Commission (MERC).

O. Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world, and other branches of learning subject to accepted standards of professional responsibility. The right to academic freedom herein established shall include the right to support or oppose political causes and issues outside the normal classroom activities.

ARTICLE 3 - RIGHTS OF THE BOARD

The Association recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of the Agreement.

A. The Board on its own behalf and on the behalf of the electors of the district, hereby retains and reserves unto itself, 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, including the right to discipline or discharge for reasons that are not arbitrary or capricious.

B. To the executive management and administrative control of the school system and its properties and facilities, and the activities specifically related to the job.

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

D. To establish 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.

E. Through the district improvement process and the curriculum council the development and implementation of the course of study. The selection of textbooks will be recommended to the building administrator for approval by the Board.

F. To determine class schedules, and the duties, responsibilities, and assignments of teachers with respect thereto.

G. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the Michigan Tenure Act, The Public Employment Relations Act or the Revised School Code or any other such laws that relate to the educational process and the teaching and learning function.

H. The Board wishes to work with its professional staff in a spirit of cooperation for the benefit of student achievement.

I. Determine reasonable provisions for health, safety, and first aid of employees during hours of employment.

ARTICLE 4- PAYROLL DEDUCTIONS

A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, any MESSA option, or any plans or programs jointly approved by the Association and the Board. It is agreed, by the Association and the Board, that the plans and programs alluded to are as follows:

(a) Annuities: Ameriprise - Prudential -Paradigm – Great American - Legends Group-Farm Bureau

(b) All Banks and Credit Unions

(c) Savings Bonds – United States

(d) Charitable Donations – United Way

(e) MESSA Option – In addition to negotiated MESSA contract

(f) MEA Financial Services

It is further agreed under (a) Annuities that if one (1) or more of the employees covered by the Master Agreement desires an additional carrier it will be added to those listed.

ARTICLE 5- TEACHING HOURS

A. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' regular school day in the

morning. Teachers shall be permitted to leave fifteen (15) minutes after the close of the pupils' regular school day. Teachers are required to provide allocated time following the conclusion of the instructional day to remain in order to attend to those matters that may require specific attention such as parent consultations or other matters that cannot be addressed during the regular day. On days preceding holidays or vacations, the teacher's day shall end at the close of the pupil day.

B. The normal weekly teaching load in the junior and senior high school will be twenty-five (25) teaching periods per week.

C. All teachers shall be entitled to a duty-free lunch period of not less than thirty-five (35) minutes.

D. Elementary teachers shall use for preparation all time during which their classes are scheduled for instruction from various teaching specialists.

E. Teachers will be entitled to two hundred fifty (250) minutes of planning time per week. The board will strive to provide one daily planning block. In the event of scheduling constraints, the board will strive to provide no more than two (2) daily planning blocks.

F. Planning, recess, and relief time lost due to scheduled parties will not be compensated or rescheduled. During scheduled assemblies, the teacher who is assigned to any group of students shall attend the assembly (includes specialists, special ed, etc.). When a specialist is assigned to any staff member's classroom during an assembly time, that staff member may leave the assembly for whatever portion of that time is needed to perform necessary tasks normally done during preparation time. It is not expected that the teacher will leave for the sole purpose of having break time. Planning time lost due to shared time teachers' extra-curricular high school responsibilities will be rescheduled by the shared time teacher.

G. Neither elementary nor secondary teachers shall be deprived of preparation time because of secondary exam schedules. If an unresolvable conflict arises, the teacher shall be compensated as per Article 5,J.

H. No departure from these norms, except in the case of emergency, shall be made without prior consultation with the Association. In the event of any disagreement between the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance procedure hereinafter set forth.

I. Whenever a teacher is asked to work more than his/her teaching schedule as set forth in this article, he/she shall receive additional compensation as indicated in paragraph J. This shall include scheduled FAPE services in alignment with 34 CFR §300.530(d)(5) of IDEA, as well as scheduled Homebound services in alignment with MCL 388.1709.

J. Any teacher who substitutes for another teacher shall receive compensation at the rate of Forty-Five Dollars ($45) for each substitute period. Compensation for subbing will be paid out on the next pay date.

K. A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

L. Persons holding the position of High School Guidance Counselor will be expected to work a minimum of seven and a half (7½) days beyond the normal teaching year. The Elementary Guidance may be expected to work two (2) days beyond the normal teaching year. Compensation for the aforementioned time shall be at the individual's per diem rate.

M. All secondary teachers will be visible at their door during passing time with the purpose of greeting students and monitoring hallway activity. Secondary teachers are entitled to a duty-free lunch period of no less than thirty-five (35) minutes (Article 5 paragraph C) and will not be required to be visible at their door during their duty-free lunch period.

N. No meetings will be scheduled during lunch. Administration may schedule up to two (2) meetings per month during teacher planning times. In the spirit of collaboration the Administration and GEA will work together to reschedule any canceled meetings. Teachers will be compensated for additional meetings scheduled during planning time per Article 5, paragraph J.

ARTICLE 6 - CLASS SIZE

The parties recognize that optimum school facilities for both student and teacher are desirable to ensure 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 ensuring that the energy of the teacher is primarily utilized to this end.

A. Because pupil-teacher ratio is an important aspect of an effective educational program, the maximum size of each class shall be set at twenty-eight (28) pupils K-3 and thirty (30) pupils 4-12 except in the traditionally large group instruction courses or in experimental classes. The

Association must agree in writing to exceed those maximums in any deviations except as outlined in the following procedures.

Maximum Class Size		Class Size, Not to Exceed
Kindergarten – 3rd Grade	28	32
4th-12th Grade	30	32

The Board may add up to four (4) extra pupils K-3 and two (2) extra pupils 4-12 in any class (maximum of thirty-two (32)) without the agreement of the Association. If this occurs, however, the Board will pay to the teacher involved a sum of Two Hundred Fifty Dollars and 00/100 ($250) per semester per elementary student over the twenty-eight (28)(grades K-3) or thirty (30)(grades 4&5) student maximums and Fifty Dollars and 00/100 ($50) per semester per student per high school/junior high school class over the thirty student maximum. The Board will not create a multi-grade elementary classroom covering more than two grades except with special consultation and agreement with the Association. The Board will pay the specified amounts to any teacher whose class has exceeded the maximums for any forty-five (45)classroom days.

B. In grades K thru 5 when the maximum class size (thirty-two (32) maximum) is exceeded due to assignment of alternative programming students to the general classroom, the regular classroom teacher will be compensated at the rate of fifty dollars ($50) per fifty (50) minute classroom period per semester that the student is assigned to the regular

classroom teacher. If the maximum is over thirty-two (32) students, the teacher will be compensated at the rate of five hundred dollars and 00/100 ($500) per fifty (50) minute classroom period per semester that the student is assigned to the regular classroom teacher.

C. The Board of Education will try to maintain the maximum class size of thirty-two (32) pupils as indicated in the table above in A. in the K-5 elementary specials classrooms and in junior high/high school elective classes.

D. Teachers supporting online credit recovery for grades 10 through 12 students during the school year will receive a stipend of Seventy-Five Dollars and 00/100 ($75) per student, per course. Online students are defined as those enrolled in asynchronous courses. These courses aim to help students complete required credits by providing tutoring, remediation, and other necessary support. Teachers are responsible for grading online assignments in the credit recovery platform (e.g., Edmentum), maintaining regular communication with student(s) to monitor and discuss progress, and completing additional tasks as needed to help students achieve credit. All participating teachers must hold the appropriate certification.

ARTICLE 7- TEACHING CONDITIONS

A. The Board recognizes that the appropriate texts, library reference facilities, maps and globes, laboratory equipment, current

periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. Further, that effort shall be continued to seek and use textbooks and supplementary reading materials that 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 through the curriculum councils composed of the department heads and principals in each school for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to consider all joint decisions thereon made by its representative and the Association. The Board agrees at all times to keep the school equipped and maintained.

B. The Board agrees to make available to the teachers in each school adequate duplicating facilities for the preparation of instructional material.

C. The Board shall provide:

1. A separate desk for each teacher in the district.
2. Suitable closet space, with a lock for each teacher to store coats and other personal articles.
3. Adequate dry mark board space in every classroom.
4. Copies, exclusively for each teacher's use, for all texts used in each of the courses he/she is to teach.

5. A suitable storage space in each classroom for instructional materials.

6. Adequate technology, mobile computing device, and software for the purposes of grades and attendance, paper, pencils, pens, student headphones, erasers, dry erase markers, tissue, cleaning/disinfecting supplies and other such material required in daily teaching responsibility.

D. Telephone facilities shall be made available to teachers for their reasonable use.

E. The Board agrees that it will provide a safe and healthy workplace and to correct any unsafe condition or safety or health hazard. This includes the Board's commitment to comply with all federal, state and local laws and regulations. The Board agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention.

F. Upon the request of the Association, vending machines shall be installed in the teacher's lounge. Eighty percent (80%) of the proceeds from such machines shall be placed in the Dorothy Baker Scholarship fund created for that purpose. Said scholarship fund shall be administered jointly by the Association and the Administration.

G. Faculty meetings may be set for forty-five (45) minutes following or preceding the regular teacher day; one (1) per month unless mutually agreed upon.

H. Student information pertaining to academic performance must be maintained on a weekly basis. It must reflect current work that is completed by the student. Attendance must be recorded twice a day in the elementary program and per course each hour, each day to meet pupil accounting requirements of teachers in the high school. All information must be available and current so that the parent school partnership can be strong and the student achievement information can be accurate and timely. Said information shall be disseminated through the Synergy Program or other mediums determined by the Board of Education.

I. Prior to the start of each school year, Administration will meet with the GEA to develop a mutually agreed upon calendar of meeting dates. These meetings will include, but are not limited to staff meetings, Professional Learning Community meetings, and Child Study meetings. In an effort to meet FAPE services, a special education representative mutually agreed upon by Administration and GEA, will be included in the planning process.

J. The meeting facilitator will provide agendas to teaching staff forty-eight (48) hours (excluding weekends) prior to the start time of all scheduled meetings.

K. The board will strive to have an administrator present at Professional Learning Community meetings and at Child Study meetings.

L. It is the expectation that teachers and administration will respond to emails within twenty-four (24) to forty-eight (48) hours, unless they are absent or it is a weekend. Urgent matters and immediate needs will be communicated and responded to through personal communications, text, and/or telephone calls.

ARTICLE 8- PROFESSIONAL ASSIGNMENTS

A. All teachers shall be given written notice of their tentative schedules for the forthcoming year no later than the last teacher work day in June.

B. Student teacher assignments shall not be obligatory.

ARTICLE 9- VACANCIES, PROMOTIONS, TRANSFERS, LAYOFF AND RECALL OF CLASSROOM TEACHERS

A. VACANCIES AND PLACEMENT OF CLASSROOM TEACHERS -A "vacancy" shall be defined as an unassigned, open position or a newly created position which the district intends to fill. Vacancies shall be posted at least ten (10) business days prior to being filled. Staff will be notified of all postings through district email. Internal qualified applicants will be interviewed prior to considering external applicants. Awarding a vacancy to external applicants shall only occur if no existing bargaining unit employees meet the criteria outlined in this article.

B. 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:

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

2. 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.

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

4. 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:
    a. 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;

    b. 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;

c. Disciplinary record, if any

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

e. Recency of relevant and comparable teaching assignments;

f. Previous effectiveness ratings; or

g. Compliance with state and federal law; or

h. Other non-arbitrary or capricious reasons.

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

6. 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.

C. TRANSFERS OF CLASSROOM TEACHERS - A "transfer" shall be defined as either a voluntary or involuntary change in a classroom teacher's position to another classroom teacher position. A classroom teacher may, by April 1 of a school year, request a transfer for the subsequent school year by

submitting written notice to the Superintendent or designee.

1. 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.

2. Bargaining unit members currently holding Schedule B position(s) with a satisfactory Schedule B evaluation, based on a job description mutually written and agreed upon by both the Board and Association, may be asked to respond to administrative inquiry. If so, they must respond within thirty (30) days in writing to retain said position(s). The Board will post a total list of extra-curricular position vacancies both internally and externally by June 1 of each year. Teachers and external candidates will have ten (10) school days to make application for posted positions. Positions not posted will be considered filled for the next school year by the person holding that position during the current year. Vacancies in extra-curricular positions will be filled with the most qualified candidate.

3. When the district is made aware of an open athletic coaching position, the position will immediately be posted.

D. LAYOFF AND RECALL OF CLASSROOM TEACHERS - Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. Suppose 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. In that case, the Superintendent will recommend to the Board the classroom teaching positions to be reduced.

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

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

    b. 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.

c. 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.

d. 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.

3. 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:

a. 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;

b. 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;

c. Disciplinary record, if any;

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

e. Recency of relevant and comparable teaching assignments;

f. Previous effectiveness ratings;

g. Compliance with state and federal law; or

h. Other non-arbitrary or capricious reasons.

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

    a. 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.

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

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

5. Classroom teacher reductions and recalls are by formal Board action.

6. Before the Board authorizes a classroom teacher reduction, the Superintendent or designee will notify, in writing, the affected classroom teacher of an opportunity to respond, either in person or in writing, to the proposed reduction.

7. The Superintendent or designee will provide written notice of reduction in force or recall decisions to each affected classroom teacher and Association.

8. 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.

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

    a. If one (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 article.

    b. 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 article.

c. 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 will be assigned to the vacant position consistent with this article.

d. If more than one (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 article.

e. If the reduction or recall decision involves more than one (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.

f. At least thirty (30) calendar days' notice of reduction in force will be provided to the classroom teacher and

Association, absent extenuating circumstances. If the Board feels there are extenuating circumstances, the Association and Board will agree on an appropriate timeline.

10. Classroom Teacher Recall Process

a. A classroom teacher is eligible for recall under article Nine (9) for eighteen (18) months from the date the District implemented the reduction in force.

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

c. 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 article.

d. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:

i. 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 one (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 article; or

ii. Post the vacancy and consider all applicants if no teacher on layoff meets the certification and qualification requirements of the position.

e. 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. This time will be no less than thirty (30) days absent extenuating circumstances.

f. A laid-off classroom teacher who is offered a vacancy and who fails to accept the assignment forfeits all rights to recall and continued employment.

g. 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.

ARTICLE 10- LEAVE TIME

A. At the beginning of each school year each teacher shall be credited with ten (10) leave days. Unused days shall accumulate to a total of ninety days (90). Unused days past ninety (90) will be paid to the teacher at the most recent rate of substitute pay.

B. A member of the bargaining unit who has been continuously employed by the Genesee School District shall be eligible for an accumulated leave day payout at retirement. The unit member may accumulate up to ninety (90) days of leave. Eligible unit members will be paid at the substitute rate at the time of their retirement.

C. A teacher may be asked to document any use of more than three (3) consecutive leave days.

1. A teacher planning to use a leave day must notify his/her building administrator and create an absence in the District approved substitute system as far in advance as possible or by 6:00 am on said leave day. A leave day may not be used before or after a holiday or vacation period without prior approval of the administration. Complete Appendix O. Documentation will be kept by Administration and a copy will be given to the Association.

2. The use of four (4) or more leave days to provide an additional vacation period will not be allowed without the prior approval of the Administration. Complete Appendix O.

3. The use of a leave day will not be allowed on a scheduled professional development day without prior approval of the administration. Complete Appendix O.

D. Bereavement Leave:

1. In the event of a death in the immediate family, the employee shall be granted five (5) consecutive days of bereavement not to be charged to the employee's leave days. The immediate family is: Parent, Spouse, Child, Sibling, Grandparent, Grandchild (including current in-law and Step).

2. Where distance precludes attendance by a school representative at the funeral, a bereaved bargaining unit member shall be allowed one day for travel.

E. The Board shall furnish each teacher with a written statement by the first pay of each school year setting forth total leave credit.

F. A teacher who becomes eligible for benefits purchased from the Short Term Disability Insurance shall be granted a leave of absence without pay for the duration of the illness or disability or until long term disability becomes available, whichever is shorter. Such leave under short/long term disability will be extended with full insurance coverage for a maximum of two (2) semesters by request of the teacher. A doctor's statement must be presented, if requested. A teacher whose leave has been extended into a new school year has the option of returning to his/her position at the beginning of that new year if he/she notifies the Superintendent of his/her intentions by the preceding July fifteenth (15) or at the beginning of the second semester if he/she notifies the Superintendent of his/her intentions by the preceding December. Upon

return from such leave the teacher shall be assigned to the same or an equivalent teaching position.

G. Absence due to a disabling injury incurred in the course of the teacher's employment shall not be charged against a teacher's leave days. Any eligible compensation will be that of Workers Compensation. Salary for the five (5) working day waiting period between Workers Compensation shall be covered by the Board.

H. A teacher called for jury duty shall serve as required and will not be deprived of any professional advantage. A teacher compelled to appear in arbitration, negotiation, mediation or fact-finding proceedings pertaining to Genesee Schools shall not be deprived of any professional advantage. A teacher will be given one (1) leave day to give testimony before any judicial or administrative tribunal. Additional days may be granted on mutual consent of the Board and the Association.

I. At the beginning of the school year the Association shall be credited with fifteen (15) days to be used by teachers who are officers or agents of the Association; such use to be at the discretion of the Association. The Association shall notify the Board forty-eight (48) hours in advance of said business.

J. A teacher scheduled for annual training sessions for military reserves shall be compensated for the difference between the teaching pay received and the pay received for the performance of such obligation. Every effort shall be made on the part of the teacher to schedule these training sessions during non-teaching days. The teacher shall also be given the option to use annual leave days for this obligation. Should leave days be

used, no further compensation shall be given.

K. A military leave of absence shall be granted to any teacher who is called to active duty in any branch of the Armed Forces of the United States. It is further provided that:

1. The teacher shall be compensated for the difference between the teaching performance pay and pay received for the performance of such duty.

2. The teacher shall maintain full benefits during this leave of absence.

3. The teacher shall receive full seniority and full credit on the salary schedule for all time spent on such leave.

4. The reinstatement will be to the teacher's former position, if available, or his/her area of certification immediately following discharge from duty.

5. The teacher, upon reinstatement, shall be entitled to all Schedule B positions held before such leave began. Reinstatement to said position will be as soon as practicable and the least disruptive to the program.

L. Whenever school is closed for Act of God Days, teachers will not be charged for pre-approved absences. This shall not apply if the teacher is not available for work, i.e. out of the area or on long-term sick leave.

M. Any bargaining unit member who wishes to use less than a full leave day during the current school day will need to have that approved by the building administrator.

N. All requests for time off on Professional Development days must be approved in advance, by administration, in writing.

ARTICLE 11- UNPAID LEAVE OF ABSENCE

A. A military leave of absence shall be granted to any teacher who shall enlist for military duty in any branch of the Armed Forces of the United States. Upon return from such leave (maximum two (2) years) a teacher shall be reemployed at the beginning of the next semester and placed at the same position on the salary schedule as he/she would have been had he/she taught in the district for that period.

B. The Board shall grant to any teacher a leave of absence for the purpose of childbirth. Such leave shall commence when the teacher is no longer able to adequately perform the duties to which she is regularly assigned and shall last, after the termination of the pregnancy, until such time as, in the written opinion of her physician, she is able to adequately assume the duties to which she is regularly assigned. Provided, however, that at the option of the teacher, the leave may be extended so that the teacher could return at the beginning of the semester following birth or at the beginning of either of the next two (2) subsequent semesters and further provide that:

    1. The reinstatement shall be to the teacher's former position.

    2. In the event of miscarriage prior to the start of maternity leave, or in cases where the duration of leave does not exceed the teacher's accumulated leave days, the bereavement time provision of this Agreement shall apply.

    3. A teacher on maternity leave shall receive the insurance benefits provided for under this contract through the end of the next full semester following birth provided that a teacher who chooses to

extend such leave as indicated above may have the option of paying for insurance benefits at the group rate.

4. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as she would have been had she taught in the district for that period.

C. A leave of absence shall be granted upon application for the purpose of serving as an officer of the MEA or NEA. It is agreed that such leaves shall be for a period of one (1) year and may be extended for additional time upon mutual consent. Upon returning the teacher shall be assigned the same or equivalent teaching position and shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district for that period.

D. The Board shall grant to any teacher a leave of absence for the purpose of adoption. Such leave shall commence no earlier than ten (10) days before the adoption and shall extend so that the teacher can return at the beginning of the semester following adoption or at the beginning of the next two (2) subsequent semesters and further provided that:

1. The reinstatement shall be to the teacher's former position.

2. A teacher on adoption leave shall receive insurance benefits provided for under this contract through the end of the next full semester following the adoption provided that a teacher who chooses to extend such leave as indicated above may have the option of paying for insurance benefits at the group rate.

3. A teacher on adoption leave shall upon return be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district for that period.

E. A leave of absence shall be granted to any bargaining unit member for the purpose of Dependent Child Care. Said leave shall begin upon the request of the teacher. A Dependent Child Care Leave may be requested and granted for the following reasons: seriously ill children, terminally ill children, or raising young children. The teacher may return at the beginning of the next semester or, at the option of the teacher, the leave may be extended so the teacher may return at the beginning of either of the next two (2) subsequent semesters for a period of one (1) year. A Dependent Child Care Leave may be extended for additional time upon mutual consent, and further provide that:

1. The reinstatement will be at the teacher's former position.

2. A teacher on Dependent Child Care Leave shall receive the insurance benefits provided for under this contract through the end of the next full semester provided the teacher who chooses to extend such leave may have the option of paying for insurance benefits at the group rate.

3. A teacher on Dependent Child Care Leave upon return shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district for that period.

F. Leave shall be granted to any teacher for educational purposes. The leave shall be for no longer than one (1) calendar year. The teacher on leave shall be allowed to continue fringe benefits and shall reimburse the school district for premium costs at the group rate. Upon returning, the teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district for that period.

G. A teacher on unpaid leave foregoes their Schedule B duties and stipend for the duration of their leave.

ARTICLE 12- MENTOR PROGRAM

A mentor teacher shall be defined as a Master teacher as identified in section 1526 of the school code and shall perform duties as specified in the code. Mentor Teachers shall be tenured members of the bargaining unit. The District shall notify the Association of each pairing.

Each bargaining unit member in his/her first three (3) years in the classroom, and/or their first year in Genesee School District, shall be assigned a mentor as outlined above. The duties of the mentor will be to provide professional support and guidance, and to offer assistance, resources and information in order to assist the teacher. A mentor teacher, with a mentee who is in their first year at Genesee School District, is expected to attend the new teacher meeting held prior to the start of the school year. The mentor and mentee shall be compensated at the curricular rate, Article 17, M. The mentor teacher's attendance at the meeting will not exceed two (2) hours. The date and time of the new teacher meeting can be found on the District Calendar. Upon request, the administration may make available release time for the purpose of accomplishing the duties as herein described. Within the first three (3) years of employment, each mentee shall have fifteen (15)

days of District provided professional development time. The full year compensation of mentors will be issued at the end of each school year. Mentors are expected to complete the Mentor/New Teacher Collaboration Log and will be paid in accordance with the following schedule:

Track 1: Probationary Teacher (Years 1-3)

First year	six hundred dollars ($600)
Second year	four hundred dollars ($400)
Third year	three hundred dollars ($300)

Track 2: Teachers with four plus (4+) years of teaching experience

First Year	three hundred dollars ($300)

Track 2 Teachers will receive the same mentoring experience as teachers in the third year of Track 1. Experienced teachers may be assigned a mentor for multiple years, as needed and indicated in an IDP, which will result in compensation for the mentor at the rate of three hundred dollars ($300) per year.

ARTICLE 13 - TEACHER EVALUATION

A. 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. At the administrator's discretion when performance deficiencies are noted.

d. Classroom observations of at least twenty (20) minutes each. These will 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. A teacher will be notified within the first thirty (30) school days who the administrator will be that conducts their year-end evaluation absent any extenuating circumstances. Absent this notification, the building principal will be assigned as the default evaluator. No observation will occur until the evaluating administrator has met with the teacher to discuss the evaluation process. No observations will occur prior to twenty (20) work days after the first day of school, on a

holiday or immediately following a scheduled break;

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 which will be issued by June 1 of a given school year;

g. Tenured classroom teachers rated as effective on the three (3) most recent consecutive year-end evaluations may be evaluated biennially, but if the classroom teacher is not rated as effective on one of the biennial year-end evaluations, the classroom teacher must receive year-end evaluations. Classroom teachers shall be notified in writing (email or formal letter) no later than the twenty (20) work days after the first day of school, regarding whether or not they are to be formally evaluated during the current school year. If a classroom teacher on the biennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the classroom teacher to annual evaluations;

h. A teacher must not be assigned an evaluation rating and must be designated as "unevaluated" for a school year if any of the following apply to the teacher:

i. The teacher worked less than sixty (60) days in that school year;

ii. The teacher's evaluation results were vacated through the grievance procedure;

iii. There are extenuating circumstances and the teacher and the school district agree to designate the teacher as unevaluated because of the extenuating circumstances;

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 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 5D+ evaluation tool;

l. Training on the 5D+ evaluation tool for teachers and evaluators as required by law.

m. The use of student growth and assessment data as twenty percent (20%) of the year-end evaluation determination. The parties agree to maintain the status quo for the 2024-25 school year. Further, the parties agree that the Association and all evaluating administrators will meet no later than March 3, 2025 to start finalizing the evaluation process for the 2025-26 school year. The Association and District will determine how student growth will be measured for the 2025-26 school year. If a consensus is not

reached by August 11, 2025, the District will use the assessment data currently utilized.

n. 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.

o. A teacher may request a review of the evaluation and the rating by the superintendent.

    i. The request for a review must be submitted in writing within thirty (30) calendar days after the teacher is informed of the rating.

    ii. Upon receipt of the request, the Superintendent shall review the evaluation and rating and may make any modifications as appropriate based upon the Superintendent's review.

    iii. A written response regarding the Superintendent's findings must be provided to the teacher who requested the review no later than thirty (30) calendar days after receipt of the request for a review and before making any modifications under this section.

    iv. If the written response from the Superintendent's review does not resolve the matter, the teacher or Association President may request mediation as provided for in 1947 PA 336, 423.201 to 423.217. The request for mediation must be submitted in writing within thirty (30) calendar days after the teacher receives the written response from the Superintendent.

v. Within fifteen (15) days of receipt of the request, the school district superintendent must provide a written response to the teacher or collective bargaining representative stating that the mediation will be scheduled as appropriate.

vi. If a tenure teacher receives two (2) consecutive ratings of needing support, the teacher may use the grievance procedure concerning the teacher's second evaluation rating. This must be done within thirty (30) calendar days after receiving the written response from the Superintendent.

ARTICLE 14- JOB RECOMMENDATIONS AND RELEASE FROM CONTRACT

A. Job recommendations may be made by the Board or its representatives to any school district requesting such information. It is agreed that such recommendation shall be a compilation of all evaluations made prior to receipt of such request, and shall include an explanation of the rating scale where applicable.

B. The Board and the Association recognize The Michigan Teacher Tenure Act dictate the terms by which a staff member may be demoted or discharged from employment in the Genesee School District.

C. Each teacher shall have the right, upon request to review the contents of his/her personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in the review. Each teacher's personal file shall contain the following minimum items of information:

a. Required medical information

b. All teacher evaluation reports

c. Copies of annual contracts

d. Teacher Certificate

e. A transcript of academic records

f. Criminal Records check results

D. No material may be placed therein without allowing the teacher an opportunity to file a response thereto, and said response shall become a part of said file. Upon leaving, if requested, the certificate and transcript will be returned to the teacher.

ARTICLE 15- CONTINUITY OF OPERATIONS

A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause for work interruptions during the period of this Agreement. The Association accordingly agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in any strike in the Genesee School District, as defined by Section 1 of the Public Employment Relations Act. The Board also agrees that it will not, during the period of this Agreement, directly or indirectly engage or assist in any unfair labor practice in the Genesee School District as defined by Section 10 of the Public Employees Relation Act.

B. Nothing in this Article shall require the Board to keep schools open in the event of severe 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.

ARTICLE 16- SCHOOL CALENDAR

For the terms of this Agreement the school calendar shall be as set forth in Appendix C and C1. There shall be no deviation from or change in the school calendar as long as the district meets the State requirements except by mutual agreement of the Board and the Association.

ARTICLE 17- PROFESSIONAL COMPENSATION

A. The basic salaries of teachers covered by this Agreement are set forth in Appendix D, which is attached to and incorporated in this Agreement. Such salary shall remain in effect during the designated periods. For each year of this contract, teachers will advance one full step on the salary scale.

B. Teachers beginning their twelfth 12th year (having completed eleven (11) years) of service to the district through those in the sixteenth (16th)year of service (having completed fifteen (15) years) shall receive Step 1 longevity. Teachers beginning their seventeenth (17th) year or more (having completed sixteen (16) years) of service to the district shall receive Step 2 longevity. Teachers beginning their twenty-second (22nd) year or more (having completed twenty-one (21) years) of service shall receive Step 3 longevity. Longevity pay will be paid the second pay in November.

Step 1 one thousand five hundred fifty dollars ($1550)

Step 2 two thousand five hundred fifty dollars ($2550)

Step 3 three thousand seven hundred dollars ($3700)

C. A teacher shall be granted up to two (2) years credit on the salary schedule for military service provided:

1. The teacher was drafted.
2. The teacher possesses an honorable discharge.
3. At the time of being drafted the teacher had completed standards of certification.
4. Upon discharge the teacher is employed as a teacher.

D. Credit may be given to newly hired teachers gained prior to service at Genesee School District at the discretion of the Superintendent. No teacher shall be hired above their qualified steps on the salary schedule unless mutually agreed upon in writing by the GEA and the Board.

E. Part-time teacher salaries are determined by the following:

a. Teach three (3) hours and a Guided Instruction or work hour (.6 of time-no prep period paid)
b. Teach two (2) hours and a Guided Instruction or work hour is (.4 of a teacher – no planning paid)

F. Bargaining unit members who are asked to teach an additional hour will be compensated eight percent (8%) of their current salary for each semester they teach. Payment will occur the first check following the end of each semester they teach.

G. A teacher's hourly rate shall be determined by dividing the salary by total work days divided by eight (8) hours.

H. Teachers involved in voluntary extra duty assignments as set forth by Appendix B which is attached to and incorporated in this Agreement, shall be compensated in accordance with the provisions of this Agreement without deviation.

I. Department heads shall be assigned for the department listed in Appendix B and shall be compensated at the indicated rate. Department Head compensation will be paid the last pay in May.

J. A teacher who was laid off but is recalled prior to the 4th Friday of the first semester shall repay to the Genesee School District any unemployment compensation which he/she received during the summer. The Board agrees to indemnify the Association for any cost, damages, or liability including legal costs, which may be assessed against the Association as a result of this Section.

K. Each teacher shall have a choice of twenty-one (21) or twenty-six (26) pays. Notice of such choice shall be made on the first work day of the new school year. Such a choice may not be changed until the next succeeding school year.

L. The "Curriculum Rate" shall be set at Thirty Dollars and 00/100 ($30) per hour or One Hundred Twenty Dollars and 00/100 ($120) a day.

M. Salary adjustments resulting from continued academic training must be supported by official transcripts before October 1, or February 1. The teacher shall complete Appendix P-Salary Adjustment Form requesting the salary adjustment. The transcripts and Appendix P must be received and acknowledged by the Central Office. Documentation will be kept by

Administration and a copy will be given to the teacher requesting salary adjustment. The salary adjustment will be retroactive to the beginning of that applicable semester. To qualify for the B.A. plus 15 graduate credits, M.A. plus 15, the work must be towards a higher degree and/or in the area of education for which the teacher is certified, or in their major field of study. To qualify for a particular column on Appendix D the teacher must have fulfilled the requirements for each preceding column.

N. Bargaining unit members who provide special education services to students, write Individualized EducationPlans (IEP), and bill Medicaid, will receive a seven hundred fifty dollar ($750) off-schedule payment to be paid in two installments. Three hundred seventy-five dollars ($375) will be paid the first check following the end of the first semester. The second installment of three hundred seventy-five dollars ($375) will be paid the last check in June. In order to qualify for the off-schedule payment all special education paperwork must be completed on time.

O. Speech & Language Pathologists and School Social Workers who have obtained full licensure and certification in their respective graduate programs that consist of sixty (60) or more credits will be placed on the MA+15 lane of the pay schedule.

P. Teachers will receive written notification of their annual salary, supplemental salaries, tenure, and payment schedule for the current school year on the first required work day in August of within thirty (30) days of contract ratification, whichever is later.

ARTICLE 18- INSURANCE PROTECTION

The Board shall provide twelve-month (12) coverage for all bargaining unit members through MESSA. Bargaining unit members shall have a choice of

participating in MESSA ABC Plan 2 (FH), MESSA ABC2 (FP), MESSA ABC PLAN 2.5 (KV), or Cash in Lieu of Medical. Open enrollment will take place in November of each year.

GEA members will pay the difference between the hard cap (annually determined by the legislature) and the cost of the selected insurance plan, MESSA ABC Plan 2(FH), MESSA ABC2 (FP) or MESSA ABC PLAN 2.5 (KV) of medical insurance costs. The amount will be withheld over twenty-one (21) or twenty-six (26) pays in pre-tax dollars through a Cafeteria Plan 125 – Election Agreement and Pre-Tax Compensation Reduction Agreement. Under IRS rules, an individual cannot possess a flexible spending account with an HSA Plan. The membership is responsible for the cost of the medical health plan that exceeds the annually adjusted hard cap allowed by the state of Michigan. These dollars will be deducted through payroll deduction.
Quote ID 360729

HEALTH Plan 1:

- MESSA ABC Plan 2(FH) $2,000/$4,000 Deductible (Optional: District pre-funded HSA $950/$1900) (Members may elect not to accept pre-funded HSA)
- Coinsurance: 0%
- TH:24-7/MH/PC Copay: $0/$0/$0
- OV/SV/UC/ER Copay: $0/$0/$0
- MESSA ABC RX 5 Tier

LONG TERM DISABILITY –

- 70% of salary
- $6,000 maximum
- 90 Calendar Days Modified Wait

- Pre-existing condition waiver
- Freeze on offsets
- Alcoholism/Drug – Same as any illness
- Mental/Nervous – Same as any illness

NEGOTIATED LIFE – A total of $45,000 with A D & D

VISION – VSP 3Plus

DENTAL – 80/80/80: $ 2,000 with Adult Ortho

HEALTH Plan 2:

- MESSA ABC Plan 2 (FP) $2,000/$4,000 (Optional: District pre-funded HSA $950/$1900) (Members may elect not to accept pre-funded HSA)
- Coinsurance: 20%
- MESSA ABC RX 5 Tier
- TH:24-7/MH/PC Copay: $0/$0/$0
- OV/SV/UC/ER Copay: $0/$0/$0

LONG TERM DISABILITY –

- 70% of salary
- $6,000 maximum
- 90 Calendar Days Modified Wait
- Pre-existing condition waiver
- Freeze on offsets
- Alcoholism/Drug – Same as any illness
- Mental/Nervous – Same as any illness

NEGOTIATED LIFE – A total of $45,000 with A D & D

VISION – VSP 3Plus

DENTAL – 80/80/80: $ 2,000 with Adult Ortho

HEALTH Plan 3:

- MESSA ABC Plan 2.5 (KV) $2,500/$5,000 (Optional: District pre-funded HSA $950/$1900) (Members may elect not to accept pre-funded HSA)
- Coinsurance: 20%
- MESSA ABC RX 5 Tier

LONG TERM DISABILITY –

- 70% of salary
- $6,000 maximum
- 90 Calendar Days Modified Wait
- Pre-existing condition waiver
- Freeze on offsets
- Alcoholism/Drug – Same as any illness
- Mental/Nervous – Same as any illness

NEGOTIATED LIFE – A total of $45,000 with A D & D

VISION – VSP 3Plus

DENTAL – 80/80/80: $2,000 with Adult Ortho

HEALTH Plan 4 Cash in Lieu of Medical:

LONG TERM DISABILITY – same as above

NEGOTIATED LIFE – A total of $50,000 with AD & D

VISION – VSP 3Plus

DENTAL – 80/80/80/: $ 2,000 with Adult Ortho

Persons waiving medical shall receive a cash option in lieu of health benefits. In order to ensure that eligible employees receive cash-in lieu in compliance with the PPACA, the following conditions must be met: (a) the employee voluntarily and in writing opts out of the available medical health care plan; and (b) provides documentation to the Superintendent's designee that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act.

The Board shall develop and implement a qualified plan document which complies with Section 125 of the Internal Revenue Code. The amount of the cash payment shall be Four Thousand Four Hundred Twenty Dollars and 00/100 ($4420.00) yearly and may be applied to a Tax-Deferred Annuity. To elect the annuity, the member shall enter into a salary reduction agreement. The Board and the employee shall be responsible for paying their respective FICA taxes on the cash payment. Costs relating to the implementation and administration of benefits under this program shall be borne by the Board.

A. Teachers working less than full time shall receive a prorated amount toward MESSA ABC 2 (FH), MESSA ABC2 (FP) OR MESSA ABC PLAN 2.5 (KV) Insurance according to the following:

- Less than ¼ time none
- ¼ to less than ½ time 25%
- ½ to less than ¾ time 50%
- ¾ to full time 100%

i. Dependent life insurance will be available on an optional basis.

ii. This program shall be in force until August 31, unless changed in negotiations.

B. The Board shall provide liability insurance for each member of the bargaining unit in the amount not less than that which was in effect as of June 1, 2003.

ARTICLE 19- STUDENT DISCIPLINE AND TEACHER PROTECTION

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

B. It is recognized that student discipline problems are less likely to occur in classes where a high level of student interest is maintained. It is likewise recognized that when student discipline problems occur, they may most constructively be dealt with by encouragement, praise, and emphasis upon the child's desirable characteristics. A teacher may use such reasonable physical force as is necessary to protect himself/herself from attack or to prevent injury to another student.

C. A teacher may temporarily exclude a pupil from one class 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. In such cases, the teacher will furnish the principal or his/her designee, as promptly as his/her teaching obligations will allow (if requested) full particulars of the incident in writing.

D. Any assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his/her 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 or judicial authorities.

E. If any teacher is complained against or sued as a result of any legal action taken by the teacher while in pursuit of his/her employment, the Board will provide legal counsel and render all necessary assistance to the teacher in his/her defense.

F. The Board will reimburse teachers for the actual amount incurred for any loss up to two-hundred fifty dollars ($250.00) not covered by insurance or deductibles for damage or destruction of clothing or personal property of the teacher while on duty on school premises, not including normal accidental damage. Parking in a secure, designated and maintained location will be provided for teachers.

G. For tenured teachers, consistent with the Michigan Teacher's Tenure Act, discipline may only be issued for reasons that are consistent with Article 3A. The District agrees that it will follow traditional progressive discipline standards when discipline is issued. Progressive discipline may include an oral warning, written warning, a written reprimand, suspension without pay and discharge. Further, the District reserves the right to apply disciplinary measures consistent with the severity of the infraction.

H. Any complaints directed toward a teacher shall be reported within twenty-four (24) hours to the teacher and shall include the nature of the

complaint and complainant. If any question of breach of professional ethics is involved, the Association shall be notified. A teacher may attach a rebuttal in a personnel file. Non disciplinary directives will not be placed in an individual's personnel file. All discipline will be in writing and placed in a personnel file and the teacher will be forwarded a copy of the disciplinary action.

I. Probationary teachers cannot grieve discipline.

J. Employees have Weingarten rights. Newly hired employees will be notified of their Weingarten rights at the beginning of the school year. Teachers, upon request or at the suggestion of a District administrator, shall have the right to Association representation during investigatory meetings that may lead to disciplinary action. If a teacher requests representation by the Association, all action may be deferred for twenty-four (24) hours to allow a representative to be available, if one is not available.

K. Any case of assault upon a bargaining unit employee shall be promptly reported to the Employer. The Employer shall promptly render all reasonable assistance to the bargaining unit employee, when possible, to prevent injury.

ARTICLE 20- PROFESSIONAL GRIEVANCE PROCEDURE

A. A claim by a teacher, as defined in Article 2, Section A or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement. In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with the appropriate administrator either personally or accompanied by his/her Association representative. The term "days" as used herein shall

mean working days. During the summer months, days shall refer to Monday through Friday when administrative offices are open, excluding holidays.

B. If, as a result of the informal discussion with the appropriate administrator a grievance still exists, he/she may invoke the formal grievance procedure through the Association on the form set forth in Appendix E signed by the Grievant and a representative of the Association, which form shall be available from the Association representative in each building. Two (2) copies of the grievance form shall be delivered to the principal within ten (10) calendar days of the informal meeting. If the grievance involves more than one (1) school building, it may be filed with the Superintendent or a representative designated by him/her.

C. Within ten (10) calendar days of the receipt of the grievance the principal shall meet with the Association representative in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance in writing within ten (10) calendar days of such meeting and shall furnish a copy thereof to the Association.

D. If the Association is not satisfied with the disposition of the grievance or if no disposition has been made by the principal within ten (10) calendar days of such meeting, the grievance shall be transmitted to the Superintendent within ten (10) calendar days. Within ten (10) calendar days, the Superintendent or his/her designee shall meet with the Association on the grievance and shall indicate his/her disposition of the grievance in writing within ten (10) calendar days of such a meeting and shall furnish a copy thereof to the Association.

E. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition by the Superintendent or his/her designee has been made within ten (10) calendar days of such meeting, the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board within ten (10) calendar days. The Board no later than its next regular meeting or two (2) calendar weeks, whichever shall be later, shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than ten (10) calendar days thereafter. A copy of such disposition shall be furnished to the Association.

F. If the Association is not satisfied with the disposition of the grievance by the Board or if no disposition has been made within the period above, the grievance may be submitted to arbitration before an impartial arbitrator within thirty (30) session days from the time of notification of the Board's decision. If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, he/she shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration procedure any ground 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 from 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. All arbitration hearings will be held at District facilities or other mutually agreed upon locations, or via digital platform.

G. The fees and expenses of the arbitrator shall be borne by the losing party.

H. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. Notwithstanding the expiration of this Agreement, any claim or Grievance arising thereunder may be processed through the grievance procedure until resolution.

ARTICLE 21- NEGOTIATION PROCEDURES

A. Representatives of the Board and the Association's bargaining teams will meet at agreed upon times during the year for the purpose of reviewing the administration of the contract and to resolve problems that arise. These meetings are not intended to bypass the grievance procedure. A designated representative of each team will meet to prepare the agenda for each meeting. Attendants at the meetings will be the Superintendent, Association President, and members of the respective bargaining teams as deemed necessary by either party. Meetings shall not be held with fewer than two (2) representatives of either side. Should such meeting result in a mutually acceptable amendment to the Agreement, the amendment shall be subject to ratification by the Board and the Association, provided that the bargaining committee shall be empowered to affect temporary accommodations to resolve special problems.

B. The Association shall designate a teacher in each school building as the Association Representative (A.R.). The principal and the A.R. may meet at least once each month for the purpose of reviewing the administration of the contract and to resolve any problem, which may arise. The meetings are not intended to bypass the grievance procedure.

C. Between March 1 and June 30 the parties shall initiate negotiation for the purpose of entering into a successor Agreement. Nothing in this clause shall prohibit the initiation of negotiations at a mutually agreeable time.

D. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. 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. There shall be three signed copies of the final agreement for the purpose of record. One (1) copy retained by the Board, one (1) by the Association, and one (1) by the Superintendent.

ARTICLE 22- MISCELLANEOUS PROVISIONS

A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendments to this Agreement.

B. Any individual contract between the Board and an individual teacher heretofore executed shall be subjected to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be in the form provided in Appendix J and shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall be controlling. The Board shall not solicit execution of any individual contract at such a time or in such a manner as shall constitute an unfair labor practice under the Michigan

Public Employment Relations Act.

C. This Agreement shall supersede any rules, regulations or practices of the Board, which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

D. All teachers covered under this Agreement who participate in the production of tapes, publications or other produced educational material shall retain residual rights should they be copy written or sold.

E. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, all other provisions or applications shall continue in force and effect. Negotiations shall be instituted immediately to bargain the impact of such finding(s).

F. An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1501 et seq., may reject, modify, or terminate this collective bargaining agreement as provided in the Act.

ARTICLE 23- DURATION OF THE AGREEMENT

This Agreement shall be effective as of July 1, 2026 and shall continue in effect until August 31, 2028. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

Genesee Education Association	**Genesee Board of Education**
President, Holly Karram	President, John Ferguson
Negotiator, Melissa Wood	Vice-President, Kim Schempf
Negotiator, Emily Cherry	Secretary, Virginia Riggs
Negotiator, Kendra Moore	Treasurer, Gary O'Hare
Negotiator, Usha Shankar	Trustee, Tim O'Brien
Negotiator, Sean Metcalfe	Trustee, Starr Lucas
MEA, Marty Zmiejko	Trustee, Staci Shelton

APPENDIX B- EXTRA CURRICULAR SCHEDULE

All percentages for non G.E.A. members are based on B.A. Step 1

All percentages for G.E.A. members are based on B.A. Step 6

Athletic Director	15%
GAME MANAGEMENT POSITIONS	$40JH/$50 HS
VARSITY FOOTBALL	10%
VARSITY FOOTBALL ASST.	7%
VARSITY FOOTBALL ASST.	7%
SECOND VARSITY ASST. ONLY IF THERE IS NO JV FOOTBALL	7%
JUNIOR VARSITY FOOTBALL	7%
JUNIOR VARSITY FOOTBALL ASST.	5%
JUNIOR HIGH FOOTBALL	5%
JUNIOR HIGH FOOTBALL ASST.	4%
VARSITY BOYS' BASKETBALL	10%
VARSITY GIRLS' BASKETBALL	10%
JUNIOR VARSITY BOYS' BASKETBALL	7%
JUNIOR VARSITY GIRLS' BASKETBALL	7%
JUNIOR HIGH BOYS' BASKETBALL (8)	4%
JUNIOR HIGH GIRLS' BASKETBALL (8)	4%
JUNIOR HIGH BOYS' BASKETBALL (7)	4%
JUNIOR HIGH GIRLS' BASKETBALL (7)	4%
JUNIOR HIGH BOYS' BASKETBALL (6) THIRD TEAM TRIGGERED IF 30 OR MORE JUNIOR HIGH PLAYERS	4%
JUNIOR HIGH GIRLS' BASKETBALL (6) THIRD TEAM TRIGGERED IF 30 OR MORE JUNIOR HIGH PLAYERS	4%
VARSITY GIRLS' VOLLEYBALL	10%

JUNIOR VARSITY GIRLS' VOLLEYBALL	5%
JUNIOR HIGH GIRLS' VOLLEYBALL (8)	4%
JUNIOR HIGH GIRLS' VOLLEYBALL (7)	4%
VARSITY BASEBALL	8.5%
JUNIOR VARSITY BASEBALL	5%
JUNIOR HIGH BOYS BASEBALL SECOND TEAM TRIGGERED IF 30 OR MORE JUNIOR HIGH PLAYERS	5%
VARSITY TRACK GIRLS & BOYS	8%
JUNIOR HIGH TRACK GIRLS & BOYS	4%
TRACK ASST. (ONLY IF TRACK TEAM EXCEEDS 30)	3%
CROSS COUNTY	6%
VARSITY GIRLS' SOFTBALL	8.5%
JUNIOR VARSITY GIRLS' SOFTBALL	5%
JUNIOR HIGH GIRLS' SOFTBALL	5%
JUNIOR VARSITY & VARSITY CHEERLEADING FOOTBALL	2.5%
JUNIOR HIGH CHEERLEADING FOOTBALL	2%
JUNIOR VARSITY & VARSITY CHEERLEADING BASKETBALL	2.5%
JUNIOR HIGH CHEERLEADING BASKETBALL	2%
YEARBOOK SPONSOR	3%
SCHOOL PHOTOGRAPHER	1%
SCHOOL COUNCIL ADVISOR	6%
PLAY DIRECTOR	3%
TECHNICAL DIRECTOR	3%
DIRECTOR OF MUSIC	7%
NATIONAL HONOR SOCIETIES	2%

JR HIGH & HIGH SCHOOL QUIZ BOWL TEAMS	2%
SENIOR SPONSOR	3%
JUNIOR SPONSOR	3%
SOPHOMORE SPONSOR	2%
FRESHMAN SPONSOR	2%
EIGHTH GRADE SPONSOR	1%
SEVENTH GRADE SPONSOR	1%
VARSITY BOYS' BOWLING	6%
VARSITY GIRLS' BOWLING	6%
JUNIOR VARSITY BOWLING CO-ED	4%
JUNIOR HIGH BOWLING CO-ED	4%
VARSITY SOCCER CO-ED	7%
ESPORTS CO-ED	2%
ROBOTICS COACH CO-ED	4%
PBIS COACH AT ELEMENTARY & SECONDARY	4%
PBIS TIER 2 COORDINATOR AT ELEMENTARY & SECONDARY	2%
ELEMENTARY CAMP COPNECONIC COORDINATOR	1%
TRANSITION COORDINATOR	3%
SECONDARY VIDEO PRODUCTIONS	2%
SCHOOL IMPROVEMENT TEAM MEMBERS outside of department head positions Must attend 8 of 9 monthly after school meetings to review school improvement data, needs, plan for action steps, etc.	$150/YEAR

A. THE FOLLOWING PRO-RATED SCHEDULE WILL BE IN EFFECT FOR AN EXTRA CURRICULAR ACTIVITY THAT MUST BE CANCELED AT SOME POINT DURING ITS SEASON OR TIME PERIOD BY MUTUAL CONSENT

1. Payment after the contract is signed up to ¼ of the season or time period fulfilled will be 25%.
2. Payment up to ½ of a fulfilled season or time period will be 50%.
3. Payment up to ¾ of a fulfilled season or time period will be 75%.
4. Payment after ¾ of a fulfilled season or time period will be 100%.

B. The Junior High and Varsity Track Coach Position is combined if less than 75 total secondary students are participating.

C. NON GEA COACHES MAY BE CONTRACTED THROUGH A CONTRACTING SERVICE.

D. The employee and the Principal or Athletic Director will meet to establish goals for the yearly program or the season. At the end of the program or season, the employee will indicate whether goals were met or not met or a brief explanation explaining the progress toward the established goals for the year. This information along with the coaching evaluation will be used to evaluate coaches. Other schedule B positions will be evaluated by the Principal based on the goal information submitted.

APPENDIX B 1-DEPARTMENT HEADS

HIGH SCHOOL	
LANGUAGE	5%
MATH	5%
SOCIAL SCIENCES	5%
VOCATIONAL	5%
SCIENCE	5%
ELEMENTARY SCHOOL	
LANGUAGE	5%
SCIENCE	5%
MATH	5%
SOCIAL SCIENCE	5%
TITLE I COORDINATOR	5%

K-12	
SPECIAL EDUCATION	5%

Department heads provide direction in core subject areas and shape the entire scope of the instructional program. This is done through a collaborative, coordinated K-12 CIA (Curriculum Instruction Assessment) review and active involvement as key leaders within the district. This is essential for supporting adherence to the district's policy and mission.

Department heads will be annually evaluated by the building administrator with input from the Director of Student and Instructional Services, using a mutually agreed upon evaluation form, based on the following duties:

- Curriculum Responsibilities
    - Meet and work collaboratively with other CIA leaders and administration to enhance curriculum articulation, K-12 scope and sequence, and the curricular adoption process

    - Assist in the coordination, ordering, inventorying, and distribution of curricular instructional materials in cooperation with the Director of Student and Instructional Services and building principal
    - Advise the administration on subject area budget, needs, and best practices

- Instructional Responsibilities
    - Remain up to date on curricular programs, instructional pedagogy, and educational trends
    - Become a leader and resource person for the building in the specific subject area and best practices
    - Support instructional alignment of materials, tasks, and content standards

- Assessment Responsibilities
    - Collaborate with building administration on conducting needs assessments and data analyses of local, benchmark, and state assessments
    - Support the development, implementation, and communication of the building school improvement plan (discover data, analyze data, manage goals and strategies, monitor progress)
    - Collaborate with building administration to determine needed relevant professional development
    - Collaborate with staff and other department heads to develop and maintain quality common local assessments to provide accurate, specific, and timely feedback for student learning

- Communication Responsibilities
    - Attend subject-specific department head, building school improvement, and other designated curriculum meetings and workshops
    - Communicate regular (minimum quarterly) curricular information to building staff
    - Actively participate in professional learning, including attending content-specific ISD meetings

APPENDIX C- 2026-2027 SCHOOL CALENDAR

Genesee School District 2026-2027 Staff Calendar

August				2026
Mon	Tues	Wed	Th	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

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

October				2026
Mon	Tues	Wed	Th	Fri
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30
End of 1st M.P. Oct. 16 (37 Days)				

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

December				2026
Mon	Tues	Wed	Th	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	
End of 2nd M.P. Dec. 18 (40 Days)				

Home of the WOLVES!

First Day of School	Last Day of School
August 24, 2026	June 10, 2027

Calendar Key	
Professional Development	
Work Day/Open House	
First Day of School	
No School	
Parent-Teacher Conferences	
Half-Day K-12	
Exams: Half-Day K-12	
Virtual PD Due	
New Teacher Induction	

Building Schedules

Genesee JH/HS: 7:40am-2:40pm
Half-Day 7:40am-11:00am

Haas Elementary: 8:05am-3:13pm
Half-Day: 8:05am-11:45am

Genesee JH/HS Half-Days

10/30, 12/17, 12/18, 03/25, 06/09, 06/10

Haas Elementary Half-Days

10/29, 10/30, 12/17, 12/18, 03/24, 03/25, 06/09, 06/10

Parent-Teacher Conferences: 10/29 & 03/24

Genesee JH/HS: Full Day of School: Conferences from 5:00-7:00pm

Haas Elementary: Half-Day of School: Conferences from 1:30-6:00pm

Genesee JH/HS: Exam Dates

December 17 & 18 / June 9 & 10

Report Cards Sent Home

October 29: At Conferences
January 15: Delivered to Student
March 24: At Conferences
June: Mailed by Office

Additional Information

Administration will provide access to Virtual PD on August 18th. SCECHs and compensation (curricular rate) will be determined by the length of the annual compliance modules. Virtual PD due September 30th.

K-12 PD Day 8:00-11:00 (Lunch 11-12) 12:00-3:00

K-12 Work Day 12:00-4:30 Open House 5:30-7:00

New Teacher Induction: 8:00-3:00, includes a 2 hour luncheon meeting. Teachers new to GSD will attend 8:00-3:00. Mentors of new teachers are expected to attend the luncheon meeting. Mentors attendance at luncheon will not exceed 2 hours. Attendees will be compensated at the curricular rate. (New Teacher Induction not included in the 186 Teacher Days)

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

March				2027
Mon	Tues	Wed	Th	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		
End of 3rd M.P. March 12 (46 Days)				

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

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

June				2027
Mon	Tues	Wed	Th	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		
End of 4th M.P. June 10 (57 Days)				

180 Student Days 186 Teacher Days

TA: 04-23-2026

APPENDIX C1- 2027-2028 SCHOOL CALENDAR

Genesee School District 2027-2028 Staff Calendar

August				2027
Mon	Tues	Wed	Th	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

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

October				2027
Mon	Tues	Wed	Th	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29
End of 1st M.P. Oct. 15 (37 Days)				

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

December				2027
Mon	Tues	Wed	Th	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31
End of 2nd M.P. Dec. 17 (40 Days)				

Home of the WOLVES!

First Day of School	Last Day of School
August 23, 2027	June 9, 2028

Calendar Key	
Professional Development	
Work Day/Open House	
First Day of School	
No School	
Parent-Teacher Conferences	
Half-Day K-12	
Exams: Half-Day K-12	
Virtual PD Due	
New Teacher Induction	

Building Schedules

Genesee JH/HS: 7:40am-2:40pm
Half-Day 7:40am-11:00am

Haas Elementary: 8:05am-3:13pm
Half-Day: 8:05am-11:45am

Genesee JH/HS Half-Days

10/29, 12/16, 12/17, 03/24, 06/08, 06/09

Haas Elementary Half-Days

10/28, 10/29, 12/16, 12/17, 03/23, 03/24, 06/08, 06/09

Parent-Teacher Conferences: 10/28 & 03/23

Genesee JH/HS: Full Day of School: Conferences from 5:00-7:00pm

Haas Elementary: Half-Day of School: Conferences from 1:30-6:00pm

Genesee JH/HS: Exam Dates

December 16 & 17 / June 8 & 9

Report Cards Sent Home

October 28: At Conferences
January 14: Delivered to Student
March 23: At Conferences
June: Mailed by Office

Additional Information

Administration will provide access to Virtual PD on August 18th. SCECHs and compensation (curricular rate) will be determined by the length of the annual compliance modules. Virtual PD due Septmeber 30th.

K-12 PD Day 8:00-11:00 (Lunch 11-12) 12:00-3:00

K-12 Work Day 12:00-4:30 Open House 5:30-7:00

New Teacher Induction: 8:00-3:00, includes a 2 hour luncheon meeting. Teachers new to GSD will attend 8:00-3:00. Mentors of new teachers are expected to attend the luncheon meeting. Mentors attendance at luncheon will not exceed 2 hours. Attendees will be compensated at the curricular rate. (New Teacher Induction not included in the 186 Teacher Days)

January			
Mon	Tues	Wed	Th
3	4	5	6
10	11	12	13
17	18	19	20
24	25	26	27
31			

February			
Mon	Tues	Wed	Th
	1	2	3
7	8	9	10
14	15	16	17
21	22	23	24
28	29		

March			
Mon	Tues	Wed	Th
		1	2
6	7	8	9
13	14	15	16
20	21	22	23
27	28	29	30
End of 3rd M.P. March 10 (46 D			

April			
Mon	Tues	Wed	Th
3	4	5	6
10	11	12	13
17	18	19	20
24	25	26	27

May			
Mon	Tues	Wed	Th
1	2	3	4
8	9	10	11
15	16	17	18
22	23	24	25
29	30	31	

June			
Mon	Tues	Wed	Th
			1
5	6	7	8
12	13	14	15
19	20	21	22
26	27	28	29
End of 4th M.P. June 9 (57 D			

180 Student Days 186 Teach

TA: 04-23-2026

APPENDIX D - 2026-2028 SALARY SCALE
GENESEE SCHOOL DISTRICT
GEA TEACHER SALARY SCHEDULE

2026-2027 3% INCREASE				
	BA	BA +15	MA	MA+15
0	$43,231	$44,435	$46,535	$48,862
1	$44,194	$46,655	$48,937	$51,385
2	$46,595	$49,237	$52,059	$54,662
3	$48,756	$51,459	$55,360	$58,129
4	$51,639	$54,640	$58,484	$61,410
5	$55,063	$58,064	$62,148	$65,256
6	$58,363	$61,605	$65,749	$69,037
7	$61,997	$65,448	$70,072	$73,577
8	$66,171	$70,014	$74,456	$78,179
9	$70,794	$75,147	$79,981	$83,980
10	$72,618	$77,723	$85,186	$89,446

2027-2028 2% INCREASE				
	BA	BA+15	MA	MA+15
0	$44,096	$45,324	$47,466	$49,839
1	$45,078	$47,588	$49,916	$52,412
2	$47,527	$50,222	$53,100	$55,755
3	$49,731	$52,488	$56,468	$59,292
4	$52,672	$55,733	$59,654	$62,638
5	$56,164	$59,225	$63,391	$66,561
6	$59,530	$62,837	$67,064	$70,418
7	$63,237	$66,757	$71,473	$75,049
8	$67,495	$71,415	$75,945	$79,743
9	$72,210	$76,650	$81,580	$85,660
10	$74,070	$79,277	$86,890	$91,235

Salary Schedule Clarification Points

- Steps and lanes given each year to all employees on scale.
- For the 2026-2027 school year, a $1,500 off-schedule retention payment issued in the last payroll of June 2027.
- For the 2027-2028 school year, a $1,500 off-schedule retention payment issued in the last payroll of June 2028.
- Effective upon ratification of the collective bargaining agreement, for the 2026-2027 school year, employees will receive retroactive pay.

APPENDIX E
Grievance Report Form

Grievance Number _____

Public Schools Distribution Form
1. Superintendent
2. Principal
3. Association
4. Teacher

Submit to Principal in Duplicate

STEP I

A. Date cause of grievance occurred _____

B. 1. Statement of grievance

_____
_____
_____

2. Relief sought

_____
_____
_____

_____
Signature of Grievant Date

_____
Signature of Authorized Association Representative

C. Disposition by Principal

_____
_____
_____

_____
Signature of Principal Date

D. Position of grievant and or association

_____
_____
_____

_____
Signature of Grievant Date

_____
Signature of Authorized Association Representative

STEP II

A. Date received by Superintendent of schools or designee_____

B. Disposition by Superintendent

_____

_____

_____

_____

Signature of Superintendent Date

C. Position of Grievant and/or Chapter

_____

_____

_____

_____

Signature of Grievant Date

_____

Signature of Authorized Association Representative

STEP III

A. Date received by Board of Education or designee _____

B. Disposition by Board

_____

_____

_____

_____

Signature by Board Designee Date

C. Position of Grievant and/or Chapter

_____

_____

_____

_____

Signature of Grievant Date

_____

Signature of Authorized Association Representative

STEP IV

A. Date Submitted to arbitration _____

B. Disposition and award of arbitrator

_____

_____

_____

_____

_____

_____

_____

Signature of Arbitrator Date

APPENDIX F
GENESEE SCHOOL DISTRICT
_____ Year
PROBATIONARY CONTRACT
Genesee, Michigan _____ 20 ____

TO: _____

You are hereby notified of your appointment as a probationary teacher in the Genesee School District, Genesee, Michigan, as provided by Act Number 4 of the Public Acts 1937 (Extra Session), as amended, (the Michigan Teacher Tenure Act), at the annual salary determined by the Salary Schedule, and listed below, for the school year beginning _____ 20 ____ .

The conditions of this appointment are: That you are subject to assignment (at the discretion of the Superintendent of Schools), and subject to the rules and regulations of applicable statutes of the State of Michigan.

If you accept this appointment, please sign the original copy.

_____ _____
President Trustee

_____ _____
Vice President Trustee

_____ _____
Secretary Trustee

_____
Treasurer

_____Contract Salary

Genesee, Michigan, _____ 20____

I accept the appointment as a probationary teacher in the Genesee School District, Genesee, Michigan, for the school year beginning _____ 20_____
Tendered to me above, and agree to all conditions therein prescribed.

Name _____

Address _____

_____

APPENDIX G- SUPPLEMENTARY SALARY NOTICE

SCHOOL DISTRICT OF GENESEE

Date_____

To: _____

This supplementary salary notice covers extra-contractual assignments for the school year 20____ - 20____.

Assignment	Rate

Assignment to this extra contractual position, and the pay rate attached, terminates at the end of the 20____ -20____-school year, and shall not constitute a tenure payment or a tenure assignment to the position listed on this notice.

As a matter of record, please acknowledge your acceptance of this assignment by signing the original copy.

_____
Teacher

_____
Superintendent

APPENDIX H- ANNUAL SALARY STATEMENT

For

Teachers on Continuing Tenure Contract

GENESEE SCHOOL DISTRICT, GENESEE COUNTY, MICHIGAN

Genesee, Michigan, _____ 20____

To: _____

You are hereby notified that your salary for the school year 20____ - 20_____ which commences on _____, 20_____ will be $ _____.

This is in keeping with the salary schedule as adopted by the Board of Education.

_____ _____

Superintendent Teacher

APPENDIX I- CONTINUING TENURE CONTRACT

Genesee School District

Genesee, Michigan, _____ 20____

To: _____

You are hereby notified of your appointment as a teacher on continuing tenure in the Genesee School District, Genesee, Michigan. The term of your appointment shall commence _____ 20____ which is the beginning of the 20____ - 20___ school year, and continue permanently hereafter as provided in the Michigan Tenure Act as amended.

Your salary for the school year 20____ - 20____ school year shall be $_____ which is in accordance with the salary schedule adopted by the Board of Education payable in (21 or 26) _____ payments, beginning with the third Friday of the school year. Your annual salary for each succeeding year shall also be in keeping with the salary schedules.

The teacher shall render services in accordance with the General School Laws of the State of Michigan, and comply with the rules and regulations of the Board of Education.

_____ _____
President Trustee

_____ _____
Vice President Trustee

_____ _____
Secretary Trustee

_____
Treasurer

ACCEPTANCE

To the Board of Education, Genesee School District: I hereby accept the appointment to a teaching position in the Public Schools as tendered in this agreement. I understand that I can cancel this contract only by mutual consent or by giving written notice to the Board of Education at least sixty (60) days before September 1st of the ensuing school year.

Name_____ Date _____

Address_____

APPENDIX J- TEMPORARY CONTRACT

THIS AGREEMENT made the _____day of _____ A.D. 20____ , by and between the Board of Education of Genesee School District, Genesee, Michigan, hereinafter mentioned as the Board and hereinafter mentioned as Teacher,
WITNESSETH,

IN CONSIDERATION of the mutual promises hereto, the Board hires the Teacher to teach in the _____School, or at such school as the Teacher may be assigned in the Genesee School District for the period, which shall begin on _____
20____ and end on _____, 20____ at the salary of
$_____.

The Teacher shall render services in accordance with the General School Laws of the State of Michigan, and comply with the rules and regulations of the Board of Education.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands the day and the year above written.

BOARD OF EDUCATION
GENESEE SCHOOL DISTRICT
GENESEE, MICHIGAN 48437-0220

By: _____
Superintendent Date

By: _____
Teacher Date

APPENDIX K

GENESEE SCHOOL DISTRICT

MEMO OF VERBAL WARNING

(yellow paper)

Name _____ Date _____

Situation: _____

_____

_____

_____

_____

_____

_____

EXPECTED CORRECTION: _____

_____

_____

_____

_____

_____

_____

TIME ALLOTMENT: _____

_____

_____

Signature _____

APPENDIX L

GENESEE SCHOOL DISTRICT

REPRIMAND
(blue paper)

NAME: _____ DATE: _____

SITUATION: _____

_____

_____

_____

_____

_____

_____

EXPECTED CORRECTION : _____

_____

_____

_____

_____

_____

_____

_____

TIME ALLOTMENT: _____

_____

Signature _____

APPENDIX M- LEAVE OF ABSENCE

GENESEE SCHOOL DISTRICT

I, _____request a leave of absence of my own volition

for the following reason: _____

_____

_____

_____

The leave will commence on _____. I will return on _____.
month day year month day year

If I fail to return on said date, I will consider myself terminated as a voluntary quit.

Signature _____

Date _____
month day year

APPENDIX N- TRANSFER REQUEST FORM

Genesee School District

Teacher _____

Date _____

Present Position _____

Position Requested_____

Certification, Endorsements, Major/Minor held to qualify for the position:

_____

_____

Reasons for the transfer request (optional):

_____

_____

_____

APPENDIX O- LEAVE REQUEST FORM

BEFORE OR AFTER A HOLIDAY/BREAK
USE OF FOUR OR MORE DAYS FOR SPECIAL LIFE EVENTS,
ABSENCE FROM DISTRICT PROFESSIONAL DEVELOPMENT

Genesee School District

Name _____

Building/Position _____

Date(s) of requested Day(s) _____ **Number of Day(s)** _____

***Teachers understand that a request of four (4) or more days is for "once in a lifetime opportunity."*

Reason for Request

_____

_____

_____

_____ _____

Date **Employee Signature**

Superintendent's Response _____**Granted** _____**Denied**

Reason for above

_____

_____

_____

_____

_____ _____

Date **Superintendent Signature**

Copy returned to GEA Member, GEA Association Secretary, Building Principal

APPENDIX P- SALARY ADJUSTMENT FORM

Salary adjustments resulting from continued academic training must be supported by official transcripts before October 1, or February 1.

Genesee School District

Name _____

_____ _____

Date **Signature**

Education Level On File:

- ☐ **BA**
- ☐ **BA +15**
- ☐ **MA**
- ☐ **MA +15**

Salary adjustments resulting from continued academic training:

- ☐ **BA +15**
- ☐ **MA**
- ☐ **MA +15**

THIS PORTION TO BE COMPLETED BY CENTRAL OFFICE PERSONNEL

Date Appendix P and transcripts received by Central Office:

_____

Name of Central Office personnel acknowledging and receiving Appendix P and transcripts:

_____

_____

NAME **JOB TITLE**

Documentation kept by administration and a copy returned to GEA Member.