AGREEMENT

between

LakeVille Community Schools

and

LakeVille Education Association

2025-2028

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WHEREAS, *the Board and the Association recognize the importance of schools as agencies for the preservation and extension of our democracy, and*

1. ***WHEREAS****, the parties to the Agreement have a common goal of providing a quality education for all children; and*
2. ***WHEREAS****, the Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin, and to seek to achieve full equality of educational opportunity to all pupils; and*
3. ***WHEREAS****, the Board and the Association are mutually committed to the human rights and dignities of all, and to policies and programs of racial integration and desegregation as being necessary to good education, good management, and good government; and*
4. ***WHEREAS****, it is the mutual responsibility of all members of the LakeVille School System to insure that good order and discipline are maintained throughout the System and that the classroom teacher is fully supported in all reasonable measures taken by him to maintain and effectuate good order and discipline in his/her classroom; and*
5. ***WHEREAS****, the success of the LakeVille educational program is mutually dependent upon the knowledge, skill and creative ability of teachers, and the effective administration of the supporting services; and*
6. ***WHEREAS****, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and*
7. ***WHEREAS****, to obtain this goal, it is imperative that there be understanding and cooperation between the teachers in the classroom and the Board, which is responsible for the operation of the school system; and*
8. ***WHEREAS****, the parties of this Agreement believe that the best interests of public education will be served by establishing procedures to negotiate with teacher representatives pursuant to Act 379 of the Michigan Public Acts of 1965, with respect to hours, wages, terms, conditions of employment and on matters of common concern and to provide orderly channels for appeals should any differences not be resolved; and*
9. ***WHEREAS****, the Association has been duly selected by a majority of teachers as the exclusive representative of teachers for the purposes of dealing with the Board on matters of teacher concern; and*
10. ***WHEREAS****; the masculine pronoun is used throughout this contract in the generic sense and refers to both feminine and masculine antecedents; and*
11. ***WHEREAS****, the parties desire to incorporate such agreements into a formal contract, and believe that such action is in the best interests of the school system and teachers;*

THEREFORE*, in consideration of the following and mutual covenants, it is hereby agreed as follows:*

LAKEVILLE BOARD OF EDUCATION

AND

LAKEVILLE EDUCATION ASSOCIATION AGREEMENT

This Agreement entered July 20, 2023, by and between the Board of Education of LakeVille School District of Otisville, Michigan, hereinafter called the "Board", and LakeVille Education Association, hereinafter called the "Association".

ARTICLE 1 - RECOGNITION

1.1 The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Act of 1965, for all certified, state certified, or state approved professional personnel, hereinafter known as "teacher", who require such certification or approval for the position. Any employee whose duties are directly associated with the delivery of special education or related services to schools in the District, who is not expressly excluded from the Agreement because of his/her administrative responsibilities, shall be considered a member of the Bargaining Unit. Registered nurses, speech/language specialists, social workers, counselors, behavior specialists, and other similarly situated ancillary staff employed by the school shall be considered a member of the Bargaining Unit. Day-to-day substitute teachers are not to be considered as members of the Bargaining Unit. Certified teachers employed under a written contract, who are scheduled to report to work each scheduled day during the school year and are assigned substitute teaching duties (permanent substitute teachers), shall be considered members of the Bargaining Unit.

1.2 The Board agrees not to negotiate, during the term of the Agreement, with any teachers' organization other than that designated as the representative, pursuant to Act 379 of the Michigan Public Acts of 1965.

1.3 This Agreement shall supersede any rules, regulations, or practices of the Board, which shall be contrary to or inconsistent with its terms. No past practice shall be recognized unless committed to writing and incorporated into this agreement or in a Memorandum of Understanding.

1.4 In the event consolidation or annexation with other school districts is considered, the Board will make every effort to protect the job rights of teachers and will involve Association representatives in discussions concerning annexation or consolidation, within the scope of the law.

ARTICLE 2 - BOARD RIGHTS AND RESPONSIBILITIES

2.1 The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitations, except by the specific and express terms of this

agreement, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including but without limiting, the generality of the foregoing, the right:
To the executive management and administrative control of the school system including but not limited to facility usage, curriculum and instruction and all related matters such as professional staff assignments and responsibilities in accordance with all legal requirements. The Board and/or its designee shall be the sole judge of qualifications based upon the Highly Qualified Criteria**.**

2.2 The Board recognizes its responsibility to provide District Provided Professional Development (DPPD) to teachers that is SCECH approved and eligible for teacher recertification requirements.

The District will establish a Professional Development Committee to determine adequate and necessary professional development for teachers and staff each year. The Committee will be comprised of teachers and administrators from each building.

ARTICLE 3 - ASSOCIATION AND TEACHER RIGHTS AND RESPONSIBILITIES

3.1 Association Rights

A. The Association and its agents shall have the rights, subject to the scheduling of the building principal, and providing the Association assumes all expenses incidental to such use, such as supplies consumed and long-distance telephone calls, to use school building facilities before or after regular class hours for meetings but not conduct full staff Association meetings during lunch time. Association days shall not be granted to picket LakeVille School District or any other district.

B. The Association shall have a maximum of twenty (20) days of released time without loss of pay for officers, delegates, committee chairmen, and/or members to take part in business, which pertains to the Association. The Association will provide at least five (5) days prior notification, and no request from an individual, excluding the President or a member serving in a State or National Association leadership role, shall exceed five (5) days per school year. The Association shall pay for the cost of substitutes needed to provide this released time.

C. Bulletin boards and other established media of communication shall be made available to the Association and all bargaining unit members.

D. On or about August 1st of each year the Board of Education shall provide the Bargaining Unit President with the following information on each member of the bargaining unit: name, address, marital status, number of dependents, employment status (active, layoff or leave), salary and other monetary compensations, health care program (SS, TP, FF), highest academic degree, salary lane, building, certification, endorsements and/or license required by the State of Michigan.

On or about February 1st of each school year, any known changes to the information above shall be provided to the Bargaining Unit President.

This information shall be in the form established by the Board of Education. The Board of Education will not do any research for the Bargaining Unit.

E. The District will make every effort to notify the affected teachers and the Association before any information, not included in Board Policy 8310, is released to a party making a Freedom of Information Act (FOIA) request.

F. Before a school is proposed to be identified as failing to make adequate yearly progress, for school improvement or for corrective action, the District will provide the Association opportunity to review school-level data, including academic assessment data on which the proposal identification is based. If the Association believes the proposed identification is in error for statistical or other substantive reason, the Association may provide supporting evidence to the District. That evidence shall be considered before making a final determination.

3.2 Teacher Rights

A. The private and personal life of any teacher is not within the appropriate concern or attention of the Board or its designee, as long as it does not violate Board policy or adversely impact the learning environment.

B. 1. Each teacher shall have the right, upon request and by appointment, to review the contents of his/her own personnel file. A representative of the Association may be requested to accompany the teacher for such review. A Board representative may be present at such review. The official personnel file shall be maintained at the Superintendent's office and teachers shall have the rights to a copy of any materials included in such file.

2. Commendatory, payroll and certification materials shall be exempt from exclusion in this section of the Master Agreement.

3. The teacher shall be provided with a signed copy of all materials not related to payroll and certification that are to be placed in the personnel file.

4. A teacher may submit a written request to the Superintendent to remove materials after an extended period of time. Said materials may be removed if the Superintendent deems retention of such records as unjust.

C. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association, either on or off school premises, as long as it does not violate Board policy.

ARTICLE 4 - PROFESSIONAL NEGOTIATIONS

4.1 Procedure

A. Not later than April 1st of the calendar year in which this Agreement expires, the Board or its designee agrees to negotiate with the Association over a successor Agreement in accordance with the procedure set forth herein in a good faith effort to reach agreement concerning teachers' salaries and all other conditions of their employment. Such negotiation will include, but not be limited to, the subjects covered by this Agreement and any other matters mutually agreed to be negotiable by the parties. Any agreement so negotiated will apply to all teachers and will be reduced to writing and signed by the Board or its designee and the Association.

B. During negotiations, the Board or its designee and the Association will present relevant data, exchange points of view and make proposals and counter proposals. The Board or its designee agrees to furnish to the Association, in response to reasonable requests, available information concerning its financial resources and expenditures, including but not limited to: Annual financial reports and audits, names, addresses, seniority and experience credit of all bargaining unit members, compensation paid thereto and education background, budgetary information and allocations, census and membership data, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive proposals on behalf of bargaining unit members. Either party may, if so desired, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

4.2 This Agreement incorporates the entire understanding of the parties on all issues which were, or could have been, the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

4.3 This Agreement may not be modified in whole or in part by the parties, except by an instrument in writing, duly executed by both parties.

4.4 There shall be two (2) signed copies of any final Agreement. One (1) copy shall be retained by the Board and one (1) by the Association. The Board or its designee shall provide the Association with access to a district printer to print contracts for its members.

ARTICLE 5 - PROTECTION OF TEACHERS

5.1 Since the teacher's authority and effectiveness in his/her classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board or its designee recognizes its responsibility to give reasonable support and assistance to teachers with respect to the maintenance of control and discipline during

instances where students of the LakeVille Schools may be supervised by a teacher of the LakeVille Schools.

The District will establish a Committee to review handbook policies, procedural implementation, and to define reasonable support and assistance. The Committee will be comprised of teachers and administrators from each building.

5.2 The Administration shall distribute rules and regulations setting forth the procedures to be utilized in disciplining, suspending, or expelling students to all students and teachers, as well as publish such rules and regulations at the commencement of each school year.

5.3 Any case of assault concerning a teacher in connection with the performance of his/her duties 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 render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities as long as the teacher was conducting himself/herself according to the rules and policies of the Board of Education and state and federal law.

5.4 Legal fees incurred by the Board and/or time lost by a teacher while employed by the Board in connection with any incident mentioned in Section 5.3 shall not be charged against the teacher unless proven guilty of knowingly and willfully acting in an illegal manner by a court of competent jurisdiction as long as the teacher was conducting himself/herself according to the rules and policies of the Board of Education and state and federal law.

5.5 It is recognized that the factors of frequent changes of assignment outside the teacher's area or preparation, large numbers of students identified as having learning or behavioral problems (as identified by behavioral or psychological tests, anecdotal records and/or observations of teachers, administrators, and other school personnel), large classes, or poorly equipped teacher environments may affect the teaching/learning process. The Board or its designee shall endeavor to control these factors within its scheduling, staffing, and financial limitations.

5.6 No teacher shall be disciplined, reprimanded, reduced in compensation, or reduced in rank without due process protection, and following the requirements of the law.

5.7 The specific grounds forming the basis for disciplinary action will be made available to the teacher, in writing, within four working days of the discovery of the action which is the basis for the disciplinary action.

5.8 A teacher shall be entitled to have present the teacher's chosen Association representation, during any meeting which may or will lead to reprimand, warning or disciplinary action of any kind by the Board or its designee. When a request for such representation is made, no further action shall be taken, with respect to the teacher, until such representation is present. Every attempt shall be made on the part of both parties to conduct such a meeting within one working day, following the request for representation.

5.9 The Board or its designee agrees to follow a policy of progressive discipline, which minimally includes verbal warning, then written warning, reprimand, suspension with pay, with discharge as a final and last resort. Any disciplinary action taken against a teacher shall be appropriate to the behavior which precipitates such action. The progressive steps may be altered, depending upon the seriousness of the nature of the incident.

5.10 Any complaint made against a teacher by any parent, student, or other person, will be promptly called to the attention of the teacher. Every effort will be made to inform the teacher within 24 hours as to the nature of the complaint.

ARTICLE 6 - TEACHING LOADS AND ASSIGNMENTS

6.1 Teachers new to the LakeVille School District may be required, at no extra compensation, to report to work one (1) day prior to the reporting date for returning teachers for the purpose of orientation.

6.2 Teachers will be free from student supervision during times designated for record keeping and during parent teacher conferences. Teachers shall be required to participate in parent/teacher conference, open house/back-to school nights/orientation with no additional compensatory time as per the negotiated calendar. Teachers with conflicting commitments may at the discretion of the building administrator arrange for alternative time.

6.3 It is hereby agreed that counselors may be required to begin their work year before the school year starts and work after the school year ends. When mutually agreed to, in advance, by the counselors, building administrator, and approved by the Superintendent, all additional days will be paid at the rate specified in Article 16.1B.

When mutually agreed to in advance by the counselors, building administrator, and approved by the Superintendent, counselors required to work after school activities will be allowed to flex their daily schedule accordingly. This does not apply to activities that most teachers attend as a matter of course (i.e. parent teacher conferences).

6.4 The Administrator(s) of each building may, at the beginning of each school year, designate head teachers who shall be authorized to act for the Administration when such administrator is unavoidably absent from the building and unable to act, should the immediate need arise. The teacher must provide, in writing, his/her acceptance of the appointment. The name of the head teacher(s) and his/her duties shall be provided, in writing, to the staff. If the teacher(s) liability insurance will not cover him/ her acting in an administrative capacity, the Board or its designee shall obtain insurance coverage specifically covering the teacher acting in an administrative capacity during the absence of the administrator. Head teachers shall be compensated as set forth in Schedule B. The administrator will provide, where possible, reasonable advance notification of absence. Head teacher(s) may not evaluate or discipline teachers.

6.5 The parties agree to discuss the GenNET Classroom before the implementations of any classes are offered through the district. The topics of discussion will be (and not limited to)

class load, teaching load, preparation time, time concerns (coordination of), training and travel to their districts.

ARTICLE 7 - TEACHING DAY AND HOURS

7.1 The instructional hours will be:

A. Grades K-4

1. Reporting time: ALL teachers will report fifteen (15) minutes prior to the start of class as previously agreed. Ten minutes before the start of class will be primarily supervision time. It is understood that not all teachers may be available on any given day because of other professional responsibilities. However, rooms must be available to students with teacher supervision in the general area when necessary.
2. Departure Time: Teachers will remain on duty until ten (10) minutes after students' dismissal.
3. Work Year and Work Week: The teacher's work year is 185 days, as reflected in the negotiated calendar. The teacher's work week will reflect at least the state mandated student hours. The parties will bargain aspects of calendar not mandated by law.
   - 3 Days will be full teacher workdays (beginning of the school year, end of first semester exams, end of second semester exams).
   - 1 Day will be fall teacher conferences
   - ½ Day will be for safe schools training.
   - ½ day will be spring teacher conferences
4. Preparation Time: Teachers shall have 3 hours and 45 minutes' prep time weekly in a normal week.
5. Lunch Time: Teachers shall have a thirty (30) minute, duty-free lunch.
6. Recess Time: Teachers shall have one fifteen (15) minute, duty-free recess daily.

B. Grades 5-12

1. Reporting Time: Teachers are to be on duty fifteen (15) minutes before the start of class. It is understood that not all teachers may be available on any given day because of other professional responsibilities. However, rooms must be available to students with teacher supervision in the general area when necessary.
2. Departure Time: Teachers will remain on duty until the (10) minutes after students depart.
3. Work Year and Work Week: The teacher's work year is 185 days, as reflected in the negotiated calendar. The teacher's work week will reflect at least the state mandated student hours. The parties will bargain aspects of calendar not mandated by law.
   - 3 Days will be full teacher workdays (beginning of the school year, end of first semester exams, end of second semester exams).
   - 1 Day will be fall teacher conferences

- ½ Day will be for safe schools training.
- ½ day will be graduation

4. Preparation Time and Load: Teachers shall have the equivalent of five unassigned preparation periods per week, equivalent to normal student instructional periods and shall have a normal instructional load of 25 periods a week.

5. Lunch Time: Secondary teachers shall have a duty-free, uninterrupted lunch period equivalent to student lunch periods.

7.2 The building principal shall have the right to require a teacher to perform additional services. In that event, the said teacher will be compensated at his/her established, professional, hourly rate. The professional hourly rate of any teacher shall be determined by dividing his/her base salary as set forth in Schedule A, by 1,480 hours.

7.3 Adjustments in teaching days and/or hours above state mandated minimums may be bargained by the parties.

7.4 When teachers are required to travel between buildings, time allowed for travel shall be considered as teaching or supervising time. Teachers who are required to travel between buildings as part of their regular schedule shall be expected to assume supervisory responsibilities to the same degree as all other teachers. Mileage at the current IRS rate will be paid to teachers required to travel between buildings.

7.5 Full staff meetings should not exceed forty-five (45) minutes per week and scheduled at the beginning of the school year. It is recognized that any meeting important enough to be called is important for all teachers of the building, and every care should be taken by all teachers to attend. Due respect for the value of teacher planning time shall always be taken. The principal will take precautions to schedule meetings at appropriate times, taking into consideration scheduled after school events. Staff with scheduled student activities immediately after school will be exempt from staff meetings for the duration of their season.

7.6 Forty-eight (48) hours' notice will be given for non-emergency staff meetings.

ARTICLE 8 - TEACHING CONDITIONS

8.1 Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that they will work to maintain the class sizes outlined below. Class loads shall not exceed the stated maximums. In extreme emergencies, the stated maximums may be exceeded by mutual consent of the Board representative, an Association representative, and input of the teacher involved. Every effort will be made to balance class sizes among teachers. The overload count day will be the 11th day of instruction each marking period. Any overloads after day eleven (11) of instruction are paid from the beginning of the marking period.

A.

Class Size/Class or Grade	Targeted Class Size	Maximum Class Size
K-1st	22	25
2nd	25	26
3rd	25	28
4th	25	30
All General Ed Classes 5th-12th	30	32
Secondary PE & Choir	30	50
HS Chemistry	25	28
HS Woods	25	26
Special Education		Legal Compliance w/o a waiver

*Split classes will be governed by the lower of the 2 suggested maximums.

1. If the maximum class size is exceeded in grades kindergarten through fifth grade, the teacher will be compensated $6.00 per student per day over the stated maximum.
2. If the maximum class size is exceeded in grades kindergarten through fifth grade, for a specials class, the teacher will be compensated $2.00 per student per day over the state maximum.
3. Alternative patterns of organizing elementary classes may be explored and implemented during the life of the contract by mutual agreement of the Board of Education and the Association, with input from the teacher(s) involved.
4. At the beginning of each school year, should a special education teacher's caseload exceed the mandated state maximum, all options to reduce overloads will be explored at the beginning of the school year. On the 11th day of instruction each marking period, should a special education teacher's caseload exceed the legal compliance without waiver, the special education teacher will be compensated $6.00 per student per day over the legal compliance without waiver.

5 If the maximum class size is exceeded in grades 6-12, the teacher will be paid $2 per class hour, per student.

6. In grades 5-12, the maximum number of students per day (except Band and Choir) shall be 160 pupils. If the maximum student load per day is exceeded the teacher will be paid $2 per student per day.

7. In grades 5-12, the maximum number of students per day in Physical Education and Choir shall be 240 pupils. If the maximum student load per day is exceeded the teacher will be paid $2 per student per day. At no time shall the teacher be paid twice for the same overload.

8. At no time shall the teacher be paid twice for the same overload.

B. Block programs and other state or federal reimbursed programs: The class size in subsidized vocational programs shall not exceed the number of students the facility is qualified to accommodate for reimbursement purposes in each program with equipment and room size to accommodate the number of students assigned. Aides will be provided in accordance with state administrative regulations. When any special facility is used for other than its designed or intended purpose, the number of students assigned to the room will be mutually agreed to by the LakeVille Education Association and the LakeVille Board of Education or its designee.

C. The above stated class sizes and supportive personnel shall be adhered to unless factors out of the Board's control, (such as loss of State Aid through executive orders of the Governor, or legislative action or loss of pupils) cause an unexpected loss of revenue after the onset of the fiscal year. In such cases, the Board or assigned designee and the Association agree to meet for the purposes of mutually exploring alterations in class size and other possible alternative solutions. Implementation of any proposed changes must be agreed to by the Association and the Board or its designee.

D. New or existing class sizes not spelled out in the contract shall have their class sizes discussed and mutually agreed to by the Board and the Association.

E. Special education students will be equitably distributed across classes, except for classes designed specifically for special need students (*i.e.*, IIS Science, etc.) according to current law. Any exceptions to this must be agreed to by the special education and the regular education staff involved.

8.2 The Board also agrees that all teaching stations shall be maintained in such manner as to promote the health, safety, comfort and efficiency of the student and teacher, in accordance with State Regulations and Statutes such as, but not limited to, Department of Health Regulations for public school, Michigan Administrative Code, and General School Laws.

8.3 Teachers will assist with the collection but shall not be required nor expected to keep records of or account for the collection of monies from students for lunches, milk, athletic participation fees, student pictures, nor charity drivers.

8.4 Under no conditions shall a member of the bargaining unit be required to drive students in a personal vehicle or on a school bus.

8.5 The Board or its designee shall make available in each school, adequate restroom, and lavatory facilities exclusively for employee use.

8.6 Every reasonable active effort shall be made to provide private telephone facilities in all buildings for reasonable use by teachers.

8.7 Adequate parking facilities shall be made available to teachers and maintained at all times.

8.8 The duties of any teacher, or the responsibilities of any position in the bargaining unit will not be substantially altered, increased, or transferred other than on a short-term, temporary basis to a person not a member of the bargaining unit without prior agreement with the Association. However, if it becomes necessary, during the term of this Agreement, for the Board or its designee to assign an administrator to not more than half-time regular teaching responsibilities, such administrator(s) shall be exempt from this provision.

8.9 Each school will elect teachers to serve on a committee to make suggestions and engage in discussions relative to the solution of school building problems, school building curriculum development, school building student discipline, school building community relations and parent involvement in school building affairs and organizations. The responsibility of this committee will be to assist the principal in these matters.

8.10 A. In the event scheduled days of instruction are not held and said days need to be rescheduled, all teachers shall be required to work these scheduled days without additional compensation. Scheduled days missed not required to be made up, for which the district receives state aid, will not be made up and teachers shall not lose any compensation. These days will be "Paid Administrative Leave Days".

B. If the school district requires teachers to report to work and the day is disallowed for State Aid; teachers will be paid for the day at their daily rate.

C. When all or part of the school sessions for students in a building, but not the entire school operation, is canceled, teachers in that building shall not be expected to work.

D. In the event P.A. 239, section 101(3) of 1984 is repealed, then upon repeal of said Act, when schools are closed to students due to severe inclement weather or an Act of God, teachers shall not be required to report for duty.

E. The parties agree to meet in an effort to mutually agree on when any make-up days should occur. In the event that they are unable to agree, days will be added on the end of the school calendar as set forth in Schedule C.

8.11 Emergency Closing of Schools - The decision to close schools will be made as early as possible considering the conditions. Each building will be notified by the automated phone system of a school closing.

ARTICLE 9 - Evaluation

9.1 Evaluations: Beginning with the 2024-25 school year, the District performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:

A. Specific performance goals that will assist in improving effectiveness for the next school year and are developed by the school administrator or the school administrator's designee conducting the evaluation, in consultation with the

teacher, and any recommended training identified by the school administrator or designee, in consultation with the teacher, that would assist the teacher in meeting these goals.

B. An Evaluation of the teacher's job performance with timely and constructive feedback.

C. Student growth and assessment data, or student learning objective metrics, shall constitute 20% of the teacher's year end evaluation determination. The student growth and assessment data shall be determined using weighting of growth data from NWEA Spring Assessment (Grades 6-12) and MISTAR {Grades K-5}. Assessment data will reflect MiCIP goals.

   a. Building growth percentage will be determined by either the average growth at the building level or the average for the individual teacher if their score exceeds the building average.

   b. Non-tenured teachers are required to utilize data from the 2nd testing window, if the final testing window is after May 1st, to ensure compliance with state evaluation timelines.

   c. In lieu of NWEA and MiSTAR data, special education teachers may use progress toward IEP goals as a measure of student growth.

D. A year-end evaluation tool that utilizes other objective criteria for 80% of the year-end evaluation determination.

9.2 Process: The District Performance Evaluation system shall be available on the District website and shall include links with access to any required forms.

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

   1. The teacher shall be notified no later than September 30 of each year (or within two weeks for an employee hired after the start of the school year) who the administrator will be that conducts their year-end evaluation, if it will be someone other than their primary building principal.

   2. Bargaining unit employees shall not evaluate other bargaining unit employees.

   3. Written feedback provided from observations conducted by other bargaining unit employees shall not be used in calculating the final evaluation rating.

   4. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson. In the event of an unannounced observation, the lesson plan shall be made available to the administrator within two (2) business days.

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

6. To ensure A.4 and A.5 above, the observation shall be no less than thirty (30) minutes.
7. The administrator will make every effort to hold a meeting within ten (10) calendar days after the observation occurs. At the post-observation meeting, the teacher will be provided with written feedback from the observation.
8. There shall be at least 2 classroom observations of a teacher in each school year that the teacher is evaluated conducted at least 60 days apart. One observation shall occur in each semester of each school year.
9. A mid-year performance update shall be provided to any teacher for whom there is a concern that he/she may be rated less than "effective".
10. After two less than "effective" observations, a teacher, at his/her request, will be observed by a different administrator.

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

C. 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:
   1. The teacher worked less than 60 days in that school year.
   2. The teacher's evaluation results were vacated through the grievance procedure described in subdivision (l).
   3. There are extenuating circumstances and the teacher, and the school district, intermediate school district, or public-school academy agree to designate the teacher as unevaluated because of the extenuating circumstances.

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

   The initial evaluation rotation of tenured teachers will be determined at the start of the 2024-25 school year by building, using a method of random selection.

ARTICLE 10 - INFORMATION SHARED

10.1 Not later than 30 days after a new hire, the district shall provide the employment and contact information of the employee to the Association.

Every 90 days, the district shall provide the Association bargaining unit members employment and contact information.

The employment and contact information provided under this section must include all the following for each employee:

(a) First, middle, and last name.

(b) Job assignment.

(c) Primary building assignment.

(d) Home address. However, if the public employee's home address is a confidential address, the public employer shall not provide the home address of the public employee and shall instead provide the public employee's designated address.

(e) Personal telephone number.

(f) Personal email address.

(g) Work email address.

(h) Date of hire.

(i) Employee identification number, if applicable.

(j) FTE status.

(k) Placement on salary schedule

ARTICLE 11 - SENIORITY

11.1 Seniority List:

A. Definition of Seniority: Seniority, for all purposes under this Agreement, shall be defined as continuous, uninterrupted service measured from the first working day under contract with the District. First and foremost, seniority is accrued by the title of "teacher" and is the total district-wide status of a teacher denoting the greatest length of service in the school system. There is no seniority accrued specifically by grade level title, by department position, or by building: for example, "fourth grade teacher", "English teacher", or "Columbiaville teacher".

1. All teaching for seniority purposes shall be under a Teacher Contract of Employment.
2. Teachers promoted to administrative positions in the LakeVille Community School District shall receive no more than one (1) years of teaching seniority that is granted to others who take voluntary leaves.
3. A one (1) semester, full-time teacher shall accrue one (1) year seniority. A one-half (1/2) day teacher working all year shall accrue one (1) year seniority. A teacher employed less than one-half (1/2) a day or full-time for less than one (1) semester shall receive one-half (1/2) year credit for seniority purposes.

B. Annual Seniority Procedure:

1. A seniority list prepared by the Board and verified by the Association shall be published and posted in all buildings by November 15th of each school year. The list shall include years of continuous LakeVille service, adjusted first workday

under Teacher Contract of Employment, certification endorsements, and current assignment of all teachers, including those on any leaves of absence.

a. If two (2) or more teachers have an identical period of continuous service, then they shall be listed in order of the adjusted first work date under Teacher Contract of Employment.

b. If equality still exists, then seniority will be determined by a lottery conducted by the Association. Lotteries will be held twice a year if necessary. The first lottery will be held by November 1. The second lottery will be held by March 1 for any teacher hired after the previous challenge period. The relative place of such persons on the seniority list with respect to breaking a tie will be determined by a drawing of lots participated in by all affected bargaining unit members. The notice of a drawing including the date, place, and time, will be provided in writing to the Association and all affected teachers one (1) week before the drawing. The drawing will be conducted openly and at a time and place that reasonably allows all interested bargaining unit members, and particularly those affected, to attend. The president of the Association or his/her designee shall draw for any person unable to be in attendance. All affected bargaining unit members will be notified in writing of the results of the drawing within forty-eight (48) hours of the drawing. Within two (2) weeks of breaking a tie, a revised copy of the seniority list and all subsequent updates shall be provided to the Association. Errors, omissions, additions and/or deletions in or to the list as revised will be noted and made as required to conform to this Agreement at the request of any bargaining unit member on written notice to the Association or at the request of the Association on notice to affected members.

2. A teacher may challenge the seniority list resulting from the November 1st lottery from November 15th to November 30th. A teacher may challenge the seniority list resulting from the March 1st lottery from March 15th to March 30th. The challenge shall be made in writing to the Association president.

3. A seniority committee will consist of two (2) negotiators, an Association officer, and the Superintendent. The Seniority Committee will meet to address the challenges. The decision of the Seniority Committee will be written and given to the challenger within three weeks. Seniority Committee decisions may be appealed to the Association Board of Directors meeting immediately following a challenge period.

4. Teachers may only challenge their seniority list placement or other information on the seniority list if a change in status has occurred.

C. Seniority will accrue up to 2 years for extended medical leave. All other leave, except administrator leaves would accrue one year of seniority.

D. A revised seniority list shall be provided to the Association President no later than February 1st and May 1st.

ARTICLE 12 - PROFESSIONAL GRIEVANCE PROCEDURE

12.1 A grievance shall be defined as an alleged violation of the expressed terms and conditions of this Agreement. The Association and the grievant agree not to process a grievance in which the same issue has been or is being processed in any other forum such as MERC or court.

12.2 Grievances shall be presented and adjusted in accordance with the following procedures:

Informal Step

A. The complaint must first be discussed with the principal by the teacher individually, and/or the Association representative, if requested, with the objective of resolving the matter informally. It is understood that either party may terminate the informal step.

Level I - (Principal or Immediate Supervisor)

A. In the event the complaint is not resolved informally, the complaint, stated in writing, may be submitted as a grievance to the principal of the school in which the grievance arises. Such a grievance must be submitted within fifteen (15) school days of the event complained of or from the date the Grievant had actual knowledge of such occurrence. This time period shall be extended by the period of time spent in informal discussion.

B. Within five (5) school days of the date of receipt of the grievance, the principal shall hold a grievance conference of the matter. The principal, the Grievant and/or an Association representative, if requested, shall be present at the grievance conference. The conference shall provide an opportunity for the Grievant to present written or verbal positions on the issue and to present any supporting data or documents. There may be a written record of the conference, and it may be submitted as part of the written response that is required in the following section.

C. Within five (5) school days of the date of the grievance conference, the principal shall provide the Grievant (1 copy) and the Association (2 copies) of the written response. The response shall include a summary of the conference along with the decision and supporting reasons of the principal.

Level 2 - (Superintendent or Designee)

A. Within ten (10) school days of the date of receipt of the written response of the principal, the Association may appeal the decision of the principal. Such appeal shall be made to the Superintendent or to any designee of the Superintendent, upon

whom he has conferred authority to act on his/her behalf. The appeal shall be in writing and shall be accompanied by a copy of the decision of the principal.

B. Within ten (10) school days of the date of receipt of the appeal, the Superintendent or his designee shall hold a grievance conference on the matter. The conference shall include the Superintendent or his/her designee, the Grievant and/or the Association representatives, if requested, and any appropriate witnesses. The conference shall provide an opportunity for the presentation of written or verbal positions on the issue as well as the presentation of witnesses or any supporting data or documentation. There may be a written record of the conference, and it may be submitted as part of the written response of the Superintendent or his/her designee, along with the decision. At least one (1) school day prior to the date of the conference, the Grievant and/or the Association shall submit to the Superintendent or his/her designee, a written statement including reasons for dissatisfaction with the decision made at Level 1. Within ten (10) school days of the date of the grievance conference, the Superintendent or his/her designee, shall provide the Grievant (1 copy) and the Association (2 copies) of the written response. The response shall include a summary of the conference along with the decision and supporting reasons of the Superintendent or his/her designee.

Level 3 - (Arbitration)

A. If the Association is dissatisfied with the Superintendent, the Association may, within thirty (30) school days, submit any grievance under this Agreement to binding arbitration under the labor arbitration rules of the American Arbitration Association. If the Association fails to file for binding arbitration within thirty (30) school days, then the grievance will be final based on the Superintendent's response.

B. The costs of the services of the arbitrator, including *per diem* expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the Board and the Association.

C. The arbitrator so selected, will confer with representatives of the Board and the Association committee, and hold hearings promptly and will issue his/her decision not later than twenty (20) school days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The Arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator will be without power or authority to make any decision which requires the commission of any act prohibited by law, or which is violative of the terms of this Agreement. Both parties agree to be bound by the award of the Arbitrator. Either party may appeal this decision to a competent court of jurisdiction. The Board and the Association shall not be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed.

12.3 A. In all steps of the grievance procedure, except in the arbitration step, when it becomes necessary for individuals to be involved during school hours, they shall be excused with pay for that purpose.

B. No teacher, at any stage of the grievance procedure, will be required to meet with any administrator without an Association representative, if requested.

12.4 A. If a grievance arises from the action of authority higher than the principal of a school, then the Association may present such a grievance at Level 2 of the grievance procedure.

B. If a grievance is of such a nature as to require immediate action, then the person designated by the Association may appeal immediately to the office or person empowered to act and said office or person will resolve the matter jointly with the Association representative. If the matter is not satisfactorily resolved, then it may be appealed through the grievance procedure beginning with Level 2.

12.5 A. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall automatically have lodged an appeal at the next step of this procedure.

B. The time limits specified in this procedure may be extended, in any specific instance, by mutual agreement, in writing. During summer months, the term "school days" shall mean weekdays (excluding Saturday and Sunday).

12.6 The Grievance procedures provided in this Agreement shall be supplementary or cumulative to, rather than exclusive of, any procedures or remedies afforded to any teacher by law.

A. If a mutually scheduled arbitration case is postponed with less than one (1) weeks' notice to the other party and the arbitrator, the party requesting the postponement will pay any and all arbitrator charges caused by the postponement.

B. The Association shall give the Superintendent five (5) business days' advance notice, in writing, of the names of the employees it needs to be excused from work to attend the arbitration hearing. The Superintendent shall supply the Association with the District's list of witnesses within five (5) business days of the arbitration hearing.

C. The arbitrator shall have no power to change or establish any salary or salary schedule.

ARTICLE 13 - CONTINUITY OF OPERATIONS

13.1 The Association and the Board, or its designee, subscribe to the principle that differences regarding interpretation of this Master Agreement shall be resolved by peaceful and appropriate means, without interruption of the school system. The Association and its

agents, therefore, agree that they shall not authorize, instigate, cause, aid, encourage, ratify, or condone a teacher strike, slowdown or stoppage of work, a boycott, picket, or any other interruption of activities by teachers in the LakeVille School system, to enforce the terms of this Agreement.

13.2 The Board, or its designee, and the Association also agree that they will not, during the period of this Agreement, engage in any unfair labor practice against one another.

ARTICLE 14 – VACANCIES, TRANSFERS, LAYOFF & RECALL

14.1 Vacancies

A. Vacancy Defined: A vacancy is a permanent position the Board intends to fill.

B. Whenever a vacancy arises, the Superintendent or designee shall announce the vacancy. Notice of each vacancy shall be sent via District email to all members of the professional staff.

C. All professional staff members who meet the qualifications for a given vacancy shall be eligible for consideration.

D. The Superintendent shall retain final authority over all hiring decisions and shall ensure compliance with any applicable contractual or legal requirements.

14.2 Transfers

A. Transfer Defined: A transfer shall be defined as the complete relocation of a professional staff member from one school building to another within the district. This does not include changes to course assignments within the same building or situations in which a staff members schedule includes shared time between buildings.

B. Transfers shall be made on a voluntary basis whenever possible. Involuntary transfers will be made only for demonstrated cause. Teachers shall be informed of the proposed transfer as soon as possible. The teachers and the Association President shall receive written rationale for such transfer.

C. Requests by a teacher for transfer to a different building or position shall be made in writing to the Superintendent and Building Principal before April 1st of the school year. The application shall set forth the reasons for transfer, the school, grade, or position sought.

14.3 Reductions in Staff or Layoff

A. When making personnel decisions involving a reduction in staff or layoffs the district shall consider the following factors:

a. Evaluation Rating – Decisions related to staff reductions or layoffs shall be based on a teacher's most recent evaluation rating – categorized as needs support, developing, or effective – not ranks according to the numerical evaluation score.

b. Length of Service – The teachers employment in the district in this bargaining unit.

B. During leaves of absence under this Article, teacher's seniority shall be frozen despite such leave, and their accumulated sick leave shall not accrue, but shall not be cancelled and shall remain accredited to them.

C. Teachers laid off shall have insurance benefits continued and paid by the Board in accordance with the provisions in Article 13.2 16.2 until the end of the following month of the notice of layoff. After that, a laid-off teacher may continue their insurance benefits in accordance with the Carrier's layoff/benefit continuation policy, inclusive of paying the subscriber group rate premium for the Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

14.4 Recall

A. Recalls to positions will be based on the following criteria: building / district needs, teacher certification, and seniority status.

ARTICLE 15 - ABSENCE AND LEAVE POLICIES

15.1 Paid Leaves

A. Notification of Absence: Teachers who are unable to report for duty must contact the Substitute Service at least one (1) hour prior to their reporting time. Employees shall not be required to search for or secure a substitute as a condition of using sick leave.

~~B.~~ Sick Days: Twelve (12) days per year, without loss of pay, cumulative to a maximum of ninety (90) days, will be credited to each employee at the start of the school year. After the third consecutive day of absence, the Administration may require a doctor's statement confirming illness or disability. No employee shall be retaliated against for exercising their rights under the Earned Sick Time Act. Medical information related to the use of sick leave shall remain confidential.

Sick leave may also be used for the following purposes:

- The employee's mental or physical illness, injury, or health condition; medical diagnosis, care, treatment, or preventative medical care.

- To care for a family member with a mental or physical illness, injury, or health condition; medical diagnosis, care, treatment, or preventative medical care.
- For issues related to domestic violence or sexual assault, including medical care, counseling, victim services, relocation, legal services, or court appearances.
- For public health emergencies, including school or workplace closures or exposure to communicable diseases.
- To attend a child's school or care facility meeting related to the child's health, disability, or domestic violence issues.

Family shall include a biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, a child for whom the employee stands in loco parentis, spouse or domestic partner, biological, foster, stepparent, or adoptive parent, a person who stood in loco parentis when the employee was a minor, grandparent, grandchild, sibling, or any person related by blood or affinity whose close association is equivalent to a family relationship.

Sick leave may be used in hourly increments or the smallest increment the district payroll system uses.

For foreseeable absences, employees must provide up to seven (7) days' notice if practicable. For unforeseeable absences, notice must be provided as soon as practicable.

The District may require reasonable documentation only for absences exceeding three (3) consecutive days. Documentation shall not require disclosure of illness or injury details unless otherwise required by law. For cases of domestic violence or sexual assault, alternative documentation as permitted by ESTA will be accepted.

Paid leave benefits provided under the Sick Leave provisions shall be applied concurrently with ESTA rights where applicable.

Medical documentation and information related to domestic violence or sexual assault shall be kept confidential.

The Employer shall not discharge, discipline, or retaliate against an employee for using or requesting earned sick time as provided by this Agreement and the Michigan Earned Sick Time Act.

Teachers who have completed their contractual year and have accumulated over seventy-eight (78) sick/personal days shall receive compensation for those excess days $65 per day to be paid by June 30th of that contractual year, unless they are retiring, in which case the provisions of Article 16.4 – Settlement for Sick Days at Retirement apply.

C. Family Medical Leave Act (FMLA):

The FMLA entitles eligible employees to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the terms and conditions as if the employee had not taken leave.

Eligible employees are entitled to:

Twelve workweeks of leave in a 12-month period for:

- the birth of a child and to care for the child within one year of birth.
- the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement.
- to care for the employee's spouse, child, or parent who has a serious health condition.
- a serious health condition that makes the employee unable to perform the essential functions of his or her job.
- any qualifying emergency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;"

Twenty-six workweeks of leave in a 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

The forms for the FMLA will be those utilized by the U.S. Department of Labor.

D. Personal Affairs Days: Five (5) of the twelve (12) sick days allowance as provided for in Article 12.1, Section B, may be used each year for personal affairs. Personal affairs days are days which cannot be attended to any other time except on a given or regular school day. These days may not be used the day before or after a school recess, holiday or vacation period, the day of a professional development day nor the first or last day of a semester. No more than 10% of the district teaching staff may be off on personal days on the same day on a first-come, first serve basis. Request for personal days must be received at least three (3) days in advance of the date requested, expect in the case of an emergency. The teacher denied his/her personal affairs day because of limit will be given preference on the next occurrence. Such days, if not used, shall be accumulated as sick days.

E. Funeral Days: A teacher shall be granted five (5) days off without loss of pay or sick/personal time for a death in the teacher's immediate family. Immediate family shall include a spouse, father, mother, father-in-law, mother-in-law, children, stepchildren, or others residing with the teacher, related, or being a legal dependent of the teacher.

A teacher shall be granted two (2) days off without loss of pay or sick/personal time for a death in the teacher's extended family. Extended family shall include sister, brother, sister-in-law, brother-in-law, grandchildren, grandparent, aunt, uncle, niece, or nephew.

Three (3) additional days may be granted in extenuating circumstances or when out of state travel is necessary to attend a funeral at the discretion of the building administrator without loss of pay or sick/personal time.

It shall be a condition of such days that the teacher attends the funeral or provides reasonable explanation for non-attendance. It is recognized that certain relationships not set forth above, due to individual and personal consideration, justify granting of such days.

Further, it is recognized that in certain cases, extension of time off without pay would be necessary to attend to matters arising out of such death. These situations shall be subject to specific application and determination by the Board or its designee.

F. Jury Days: Teachers required for jury qualification or service shall receive their pay from the Board for such time lost as a result of such appearance of service, and less compensation received for such jury service up to a period of sixty (60) days. Teachers subpoenaed by the Board to appear in court for matters relating to school or professional responsibilities shall receive their pay from the Board for such time lost, less any compensation received.

G. Short Term Military Duty: Teachers required to attend periods of military duty during the regular school year shall receive their pay from the Board for such time lost as a result of such duty, less any compensation received from such military service up to a period of ten (10) school days.

15.2 Deductions from Pay for Absences Not Covered by Sick Leave: All teachers are expected to fulfill the terms of their contract. No teacher without approval will be allowed time off at his or her expense except in the case where sick leave has expired. Arbitrarily taking time off will be considered a breach of contract. However, when a teacher desires days off with loss of pay, he/she shall make a written application to the personnel office, at least three (3) school days prior to the first day of the request. Such request shall not be arbitrarily denied. When deductions are made for unpaid absence not covered by sick leave, the deduction shall be calculated by dividing the annual salary by the number of days (185).

15.3 Unpaid Leaves

A. Length of Leaves: Leaves of absence may be granted by the Board of Education, upon application, for a period of up to one (1) year. Teachers applying for leave will give a proposed return date. In the event the teacher cannot return to work on the date stated, they will be provided a choice of extending their leave to one of the following periods:

1. The remainder of a semester period.
2. One semester

3. One school year

   This leave may be extended for a period of one semester, or one year upon written request of the teacher, on approval of the Board or Board's designee.

B. Return from Leave:

Upon return to duty from an authorized leave, an employee shall be assigned to a substantially equivalent position for which the employee is qualified and certified, if there is a vacancy.

If there is not a vacancy, the employee will be reinstated after all qualified and certified teachers on layoff are recalled.

C. Types of Leaves:

1. Military Leave: A military leave of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States. Upon return from such leave, a teacher shall be placed at the same position of the salary schedule as he would have been had he taught in the district during such period.
2. Sabbatical Leave: The Board of Education may grant two (2) Sabbatical Leaves per year. Teachers who have been employed for at least seven (7) consecutive years in the District qualify for consideration. Teachers must apply for Sabbatical Leave not later than March 1st of each year. Said leave shall be used for educational study or travel, and the teacher must submit a written plan of study (purpose of leave). Leave can be for one semester or one full year. A teacher who is granted Sabbatical Leave will not receive his/her salary for that semester or year but will continue to receive insurance benefits provided in Article 13. A teacher receiving Sabbatical Leave must agree to teach in the District for one year at the end of the sabbatical. A teacher, upon return from Sabbatical Leave, shall be placed at the same position on the salary schedule as he/she would have had had he/she taught in the District during such period. An appropriate report shall be given by the teacher upon return from Sabbatical Leave. If a teacher has had, or is on an already approved unpaid personal leave, requests to convert said leave to a Sabbatical Leave and the Board approves the conversion, then the teacher shall pay any state mandatory retirement benefits.
3. Child Rearing Leaves: Child rearing leaves shall be granted to parents of children for up to one year under the following circumstances:
   a. Newborn infants
   b. Crippling or terminal accidents or illnesses
   c. Newly adopted children
4. Association Office: A leave of absence shall be granted upon application for the purpose of serving as an officer of the Michigan Education Association or the National Education Association. It is agreed that such leaves shall be for a

period of one (1) year and shall be extended for additional years to fulfill the term of office.

5. Public Office: A leave of absence may be granted to any teacher, upon application, for the purpose of campaigning for or serving in, a public office.
6. Unpaid Personal Leaves: Other leaves may be granted under the conditions of this leave policy. Unpaid Personal leaves of absence for non-medical reasons shall not automatically be granted for more than two (2) consecutive years. Requests for such leaves shall be submitted, in writing, to the Superintendent.

15.4 Other Leaves

A. Extended Medical Leave: Teachers on extended medical leave are those teachers unable to perform their duties for a period of more than thirty (30) days. Teachers on these leaves may be using sick leave days, L.T.D., or none of the preceding if none are applicable. A teacher shall use his/her individual accumulated sick days to satisfy the waiting period before the employee qualifies for Long-Term-Disability. Any time an employee is eligible to file a claim under Long-Term-Disability, the employee must file and take the Long-Term-Disability benefits if the employee qualifies for benefits. If the employee is not eligible for Long-Term-Disability benefits after filing this required claim, the employee must apply for an Unpaid Leave of Absence.

B. Administrative Leaves: Teachers who are promoted to administrative positions in the LakeVille School District shall be granted leaves of absence for an amount of time to be determined by the Board. The teacher's seniority will be frozen at the beginning of the administrative leave.

ARTICLE 16 - COMPENSATION AND FRINGE BENEFITS

16.1 Compensation

A. Salaries

1. The salaries of teachers covered by this Agreement are set forth in Schedule A, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the period of this Agreement.
2. Teachers' contracts are written for 185 workdays. Extended contracts beyond 185 days for summer instruction, including music, vocational subjects, and others, will be computed on the per diem basis.
3. In an emergency when no substitute is available, in the middle and high school teachers shall be rotated among the teaching staff at the school involved. In an elementary school, Specials teachers and/or an Administrator will be first used to cover the affected class. However, should a Specials teacher be assigned to two separate buildings or otherwise not be available, and then the students of the affected class will be divided among

other classes. In the event no substitute is available after the start of the student school day:

a. Each K-5 teacher whose class misses a Special because of coverage for the absent teacher shall be paid $40 for each missed Special. In the event students are alternatively divided among other elementary classes, elementary teachers who are reassigned students from the absent teacher's class shall be compensated at the rate of $200 per day, divided among the teachers receiving the students.

b. Each 6-12 teacher who is assigned during his/her preparation periods to cover the assignment of the absent teacher shall be paid at the rate of-$40 for each class period covered.

4. Extra duties pay – see Schedule B

5. For yearly compensation for sick/personal days in excess of seventy-eight (78), see Article 15.1.B.

B. Additional Compensation:

1. Except at the duties required by this Agreement or to fulfill individual contract obligations or Schedule B activities, the teacher shall be paid in addition to his/ her base salary for all times specifically required to be spent after the regular school day.

2. For extra work, the teacher shall be entitled to appropriate additional professional compensation, at his/her established hourly rate. The professional hourly rate of any teacher shall be determined by dividing his/her base salary, as set forth in Schedule A, by 1,480 hours.

C. Pay Periods:

1. All teachers will be paid on a twenty-six-pay basis. Teachers may be paid on the twenty-one (21) pay basis. Request for change must be submitted to the Business office, in writing, no later than the last day of scheduled work in the preceding school year.

2. Teachers who elect to be paid on a twenty-six (26) pay basis will be paid the remainder of their contractual salary on the last pay of the school year (June) if they make this request a minimum of twenty (20) school days prior to the issuance of the 21st paycheck.

3. All payroll checks will be direct deposited into the accounts designated by the employee.

16.2 Insurance Protection:

A. Medical Insurance: The employer shall pay the maximum annual hard cap amounts towards the total cost of the MESSA Medical plans available to members inclusive

of medical premium and "Health Equity" (HEQ) Health Savings Account (HSA) funding described below for each plan year.

MESSA's medical and deductible plan year is January 1 – December 31.

The annual employer paid amount shall adjust annually at the beginning of each plan year, to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act.

Employees who enroll in MESSA ABC plan shall have the annual deductible for their elected plan contributed into their Health Equity HSA (HEQ HSA) ½ on January 1st and ½ on July 1st of each school year. The remainder of the total annual employer Hard Cap contribution shall be paid towards the cost of MESSA medical plan premium. The remaining annual cost for the employee's elected medical plan premiums shall be paid by the employee.

The parties agree that in the event the minimum deductible necessary for a medical plan to comply with HSA eligibility is increased in MESSA ABC Plan 1, deductible as described above will automatically adjust to meet the federal minimum requirement.

Employees who enroll in a Choices medical plan shall have the entire employer Hard Cap contribution paid towards the MESSA medical plan premium.

Open enrollment will take place between November 1st and November 30th each year with an effective date of January 1st. Each employee must select their plan option during open enrollment. Employee selection will be effective for twelve (12) months.

The Board will compute insurance premium costs needed to provide insurance coverage for each employee and the employee's premium contribution will be payroll deducted, in equal amounts from the employee's paychecks through a qualified Section 125 Plan and, as such, will not be subject to withholding.

Employees may contribute, through payroll deduction and electronic transfer, additional money towards their HEQ HSA up to the maximum amounts allowed by Federal law.

Employees shall have the following MESSA medical plans available:

1. MESSA Choices II, $500/$1000, $20/$25/$50 OV/UC/ER, 5 Tier Rx
2. MESSA Choices II $1000/$2000, $20/$25/$50 OV/UC/ER, 5 Tier Rx
3. MESSA ABC Plan 1, $1650/$3300, No copays, 5 Tier Rx
4. MESSA ABC Plan 2, $2000/$4000, No copays, 5 Tier Rx

All other non-medical MESSA Pak benefits described in appendix A & B shall be fully employer paid and provided to all employees in the bargaining unit.

Employees electing the MESSA Pak without a medical plan will receive cash in lieu of $500/month with evidence of other health insurance that meets ACA requirements.

B. Liability Insurance: Each teacher is required to furnish, at his/her own expense, public liability, and accident coverage in an amount not less than $100,000 for each incident.

C. Term of Benefits: All insurance benefits shall be provided for a period from July 1st to June 30th. Bargaining unit members with reasonable assurance of employment in the following academic year will not lose insurance over the summer.

D. Workers Compensation: Sick leave shall be used during the period in which a determination regarding employee's eligibility for worker's compensation is approved, any sick leave used during the statutory waiting period shall be reinstated to the employee's leave balance following approval.

Any teacher who is absent because of injury or disease compensable under Michigan Workers Compensation Law, shall receive from the Board, the difference between the allowance under the Workers Compensation law and his/her regular salary for the duration of the illness, with subtraction of sick leave, as pro-rated, for a maximum of two (2) years.

E. Continuation of Benefits on Leave: The Board will pay fringe benefits for people on leave due to illness or accident for the remainder of the contract year. The employee contribution amount of the insurance premium will remain the responsibility of the employee. Persons on other leaves may elect to pay their own premiums at the group rate. However, the Board will not be responsible for paying medical premiums for those employees who are covered by MESSA Medical and the MESSA Negotiated Disability plans (and who are approved for MESSA Negotiated Disability) for the period of time that MESSA provides coverage to the employee on approved disability.

F. Additional Fringe Benefit Options: The Board will pay fringe benefits for people on leave due to illness or accident for the remainder of the contract year. The employee contribution amount of the insurance premium will remain the responsibility of the employee. Persons on other leaves may elect to pay their own premiums at the group rate. However, the Board will not be responsible for paying medical premiums for those employees who are covered by MESSA Medical and the MESSA Negotiated Disability plans (and who are approved for MESSA Negotiated Disability) for the period of time that MESSA provides coverage to the employee on approved disability.

G. Those teachers who notify the Administration by March 1st of their retirement at the end of the current school year, will, if necessary, have their health insurance paid through August of that year.

16.3 Other Important Salary Policies:

A. Placement on the Salary Schedule: All teachers shall be placed on schedule according to their qualifications and experience. However, as outlined in Article 15.3, Section C, pay increments shall be granted for military leaves and sabbatical leaves.

1. In order to be placed on the BA+ schedule, a teacher must have earned a provisional teaching certificate, and eighteen (18) semester hours must be successfully completed after having received his/her provisional teaching certificate. For MA +15 or MA +30 salary schedule placement, the teacher must complete fifteen (15) or thirty (30) semester hours, respectively of graduate level work in or transferable to an accredited institution after the completion of the Master' Degree. Proof of successful coursework completion shall be provided to the Board or its designee by the teacher at the earliest possible opportunity after class completion by the teacher. Where transcripts are not provided by the teacher prior to the first day of each semester, salary adjustments will not be made until the transcript has arrived and been verified. Such salary adjustments will be made retroactive to the first day of the semester.
2. Any change in horizontal status on the salary schedule during the course of the school year shall become effective at the beginning of the subsequent semester. Proof of successful coursework completion from an accredited college or university shall be provided to the Board or its designee by the teacher at the earliest possible opportunity after class completion by the teacher. Contractual salary shall be adjusted to conform with the new status. The salary may be pro-rated over the remainder of the twenty-six (26) pays or be paid in one sum.

3. No new hire shall be placed on a higher step on the salary schedule than any current employee with equivalent years of service (does not include lane assignment). The Board may grant more experience credit for personnel identified in the state's critical needs areas where quality candidates are in short supply.

16.4 Settlement for Sick Days at Retirement

Qualification: Qualifications for payment under this plan are as follows:

A. A teacher must have at least ten (10) years teaching experience in the LakeVille School System.

B. A teacher wishing to receive retirement benefit must retire from the LakeVille Community School District.

Payment: Those teachers who meet these requirements shall receive a cash payment for accumulated sick days of ninety (90) days or less at $95.00 a day if they submit their retirement before April 1st or $65.00 a day if they submit their retirement after April 1st.

16.5 Part-time Employees Fringe Benefit Package: Less than full-time employees shall have all fringe benefits pro-rated based on the portion of the day worked. This article does not pertain to job sharing.

16.6 Tuition Reimbursement: Teachers are encouraged to improve their skills by seeking additional education. The teacher may receive reimbursement for the coursework, provided the Superintendent pre-approves the written request for additional coursework, and further provided that the teacher satisfactorily completes the course by providing written proof to the Superintendent indicating a grade of B or above, 80% or above, or a satisfactory certificate of completion if grading is not part of the course's evaluation method. The Bargaining unit members understand that this provision for reimbursement is subject to discretion by the Superintendent, depending upon the District's educational goals, financial resources, and any other relevant factors.

16.7 The parties agree that MCL 423.215(3)(o) states that methods of compensation which provide for compensation which comply with MCL 380.1250 are prohibited subjects of bargaining. However, the parties recognize that MCL 388.1764h states that a school district will not enter into a collective bargaining agreement which does not comply with MCL 380.1250. Therefore, the parties acknowledge that the district has a Board Policy to compensate teachers which complies with MCL 380.1250. Further, the parties agree that the Board Policy which complies with MCL 380.1250 is not subject to collective bargaining pursuant to MCL 423.215(3)(o).

16.8 Attendance Incentive: Employees who have perfect attendance throughout the semester will receive a $500 perfect attendance stipend. Employees who have missed only one day throughout the semester will receive a $250 attendance stipend.

Absences for the reasons listed below shall not be counted against an employee in terms of eligibility for the attendance stipends.

- Injury Covered by Worker's Compensation
- Jury duty of the employee
- Work-related subpoena received by the employee
- Association Days
- Bereavement Leave
- School Business Days

ARTICLE 17 - DURATION OF AGREEMENT

17.1 If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other

provisions or applications shall continue in full force and effect. Contract language shall be changed to comply with the current law.

17.2 This Agreement shall be effective as of July 1, 2025, and shall continue in effect until the 30th day of June 2028.

For the LakeVille Board of Education **For the LakeVille Education Association**

Signature on file in the Administration Office

SCHEDULE A – SALARY

3%

2025-26 Salary Schedule

STEP	B.A.	B.A.+18	M.A.	M.A.+15	M.A.+30
1	42436	43660	46640	49374	52275
2	43497	45959	49070	51951	55004
3	45233	48321	51631	54666	57882
4	47586	50843	54329	57528	60915
5	50068	53501	57171	60535	64102
6	52678	56298	60163	63708	67467
7	55435	59241	63314	67048	71009
8	58337	62344	66631	70563	74736
9	61388	65611	70128	74274	78667
10	64601	69052	73811	78176	82808

2.5%

2026-27 Salary Schedule

STEP	B.A.	B.A.+18	M.A.	M.A.+15	M.A.+30
1	43497	44751	47806	50608	53581
2	44584	47108	50297	53250	56379
3	46364	49529	52922	56033	59329
4	48776	52114	55688	58966	62438
5	51320	54839	58600	62049	65705
6	53995	57705	61667	65300	69154
7	56820	60723	64897	68724	72784
8	59796	63902	68296	72327	76604
9	62923	67251	71881	76131	80634
10	66216	70779	75656	80130	84878

2.5%

2027-28 Salary Schedule

STEP	B.A.	B.A.+18	M.A.	M.A.+15	M.A.+30
1	44584	45870	49002	51874	54921
2	45699	48285	51554	54581	57789
3	47523	50768	54245	57434	60812
4	49995	53417	57080	60440	63999
5	52603	56210	60065	63600	67347
6	55345	59148	63209	66933	70883

7	58241	62241	66519	70442	74604
8	61290	65500	70004	74136	78519
9	64496	68933	73678	78034	82650
10	67871	72548	77548	82134	87000

At the beginning of each new school year, all eligible bargaining unit members will advance one step. Lanes will be granted in accordance with Article 16.3.

Longevity:

5-15 yrs 3% based on their current salary schedule

16+ years 6% based on their current salary schedule

Note: beginning with the 2005-2006 school year any new increments for longevity eligibility will be based on actual years of continuous service with LakeVille. Any teacher receiving longevity prior to 2005-2006 will continue to receive longevity.

SCHEDULE B - EXTRA DUTIES PAY

In addition to the basic teacher salary, as provided in the foregoing, there shall be paid the following further sums, provided that such positions are established and authorized during the term of this Agreement:

A. Compensation for bargaining unit coaches for all athletic activities shall be calculated as a percent of B.A. degree salary listed in Schedule A. The Salary Schedule step should be used for coaches' compensation shall be determined by the number of years' coaching experience in that sport.

   a. Sport shall be defined as a 7-12 coaching position within one sporting activity, (i.e. basketball is a sport).

   b. Bargaining unit coaches moving position within a sport shall maintain steps of experience.

   c. If the replacement for a person on Schedule B has less experience than the person, he/she is replacing, the replacement will be paid according to his/her experience.

ATHLETIC EVENTS:

1. An Athlete cannot be on more than one roster within a single sport at a time.
2. Athletes must be rostered and eligible for the first scheduled contest.
3. If two coaches have equal credentials, hiring preference will go to the staff member.
4. Any non-staff member coaching in the same sports for 4 consecutive years switches over to staff percentages based on seniority on their 5th year up to step 5.
5. All current coaches will not make less than 2018-2019 totals for the same position.

Athletic Events	Staff	Non- Staff
High School Site Manager	13%	$4,700
Middle School Site Manager	8%	$2,500
High School Clock/Tickets	$35/event	$35/event
Middle School Clock/Tickets	$20/event	$20/event
Track Timer	$70/event	$70/event
Fall Sports		
Football		
Football Head Coach	11%	$4,000
Offensive Coordinator	6%	$2,200
Defensive Coordinator	6%	$2,200
JV Coach (minimum 15)	6%	$2,200
Freshmen Coach	5%	$1,500
Varsity Assistant	3%	$ 800
Middle School Head Coach	5%	$1,500
Middle School Assistant Coach	3%	$ 800
Volleyball		
Volleyball Head Coach	11%	$4,000
JV Coach (minimum 9)	6%	$2,200
Varsity Assistant Coach	3%	$800
Middle School 8th Grade Coach	5%	$1,500
Middle School 7th Grade Coach	5%	$1,500
Boys Soccer		
Boys Soccer Head Coach	11%	$4000
JV Coach (minimum 13)	6%	$2,200
Varsity Assistant Coach	3%	$ 800
Cross Country		
Cross Country 6-12 Head Coach	8%	$2,900
Varsity Assistant Coach	3%	$ 800

*When both boys and girls teams are at full roster

Middle School Head Coach	6%	$1700

Cheerleading

Cheerleading Varsity Head Coach (Fall/Winter)	8%	$2,900
JV Cheerleading (Fall/Winter w/ minimum 8 & JV Team)	4%	$1,400
MS Cheerleading Head Coach (Fall/Winter, w/ MS Team)	6%	$1,700

Powerlifting

Powerlifting Coach (Fall/Winter)	6%	$2,200

Strength and Conditioning

Strength and Conditioning Coach (Fall, Winter, Spring)	6%	$2,200

E Sport Coach	8%	$2900

<u>Winter Sports</u>

Basketball

Boys/Girls Basketball Varsity Head Coach	11%	$4,000
Boys/Girls Basketball JV Coach (minimum 8)	6%	$2,200
Boys/Girls Basketball Freshman Coach (minimum 8)	5%	$1,500
Varsity Assistant Coach	3%	$ 800
Middle School 8th Grade Coach	5%	$1,500
Middle School 7th Grade Coach	5%	$1,500

Wrestling

Wrestling Varsity Head Coach	11%	$4,000
JV Wrestling Coach (minimum 8, not on Varsity)	6%	$2,200
Varsity Assistant Coach	3%	$ 800
Middle School Coach	5%	$1,500
Middle School Assistant Coach (minimum 20)	3%	$ 800

Bowling

Bowling Varsity Coach	8%	$2,900
Middle School Coach	6%	$2,200

Hockey

Varsity Hockey Coach	self-funded	self-funded

<u>Spring Sports</u>

Baseball

Baseball Varsity Head Coach	11%	$4000
JV Coach (minimum 12)	6%	$2,200
Varsity Assistant Coach	3%	$ 800
Middle School 7th/8th Grade Coach (min 24 = 2 teams)	5%	$1,500

Softball

Softball Varsity Head Coach	11%	$4,000
JV Coach (minimum 12)	6%	$2,200
Varsity Assistant Coach	3%	$ 800
Middle School 7th/8th Grade Coach (min 24 = 2 teams)	5%	$1,500

Track

Boys/Girls Track Varsity Coach	11%	$4,000
Boys/Girls Track JV Coach (minimum 20)	5%	$1,500
Varsity Assistant Coach (2 positions 1:15 coach to athlete)	3%	$ 800
Middle School Coach	5%	$1,500
Middle School Assistant	3%	$ 800

Golf

Golf Coach (minimum 5)	6%	$1,500
JV Golf Coach (minimum 15)	3%	$ 800

Girls Soccer

Girls Soccer Head Coach	11%	$4000

JV Coach (minimum 13)	6%	$2,200
Varsity Assistant Coach	3%	$ 800

- Coaches must have a rostered team before the first competition to receive pay.
- Coaches may use MHSAA play time rules and 5th quarters rule to allow for sub varsity teams.
- If a coaching position is not filled and needs to be filled at a different level the Athletic Director has the options to adjust a position due to a program need.
- If two applicants have equal credentials, hiring preference will go to a staff member.
- Any non-staff member coaching in the same sport for 3 consecutive years will switch to staff percentages starting at step 3 and increase each year they coach in that sport, up to step 10.
- High School and Middle School site managers will be expected to attend a maximum of 30 events per school year and will receive a minimum of 2 weeks' notice of each event they are expected to attend.
- High School site managers are expected to attend any MHSAA post season event LakeVille is hosting.

B. Compensation for the following duties shall be calculated as a percent of the B.A. Degree salary listed in Schedule A. The salary schedule step to be used for any assigned duty compensation shall be determined by the number of years' experience in an assigned duty with the District.

STUDENT ACTIVITIES:

Annual Advisor (Middle School Yearbook)	3%
Newspaper Advisor (If extracurricular)	4%
Play Director	8%
Debate Coach	3%
**High School Band Director	11%
**Middle School Band Director	6%
**Assistant High School Band Director	8%
Summer Band	4%
High School Choir Director	11%
Middle School Choir Director	6%
Elementary Music Director	3%
NHS	3%
Club Sponsors	1%-3% (see K below)*
Quiz Bowl Coach	5%
M.S. Trip Coordinator	8%
H.S. Student Council	11%
M.S. Student Council	6%

Elementary Student Council	6%

CLASS SPONSORS - HIGH SCHOOL:

9th Grade (One paid per grade)	4%
10th Grade (One paid per grade)	4%
11th Grade (One paid per grade)	6%
12th Grade (One paid per grade)	6%
Annual Advisor (High School Yearbook)	11%

FACULTY EXTRA DUTY ASSIGNMENTS:

Department Chairpersons (High School) 4 core departments	$25.00 per section

Head Teachers – One per building. Head Teachers shall receive one and one-half (1.5%) percent of Step 1, BA schedule, each semester. Head Teachers shall receive payment no later than the end of each semester.

Mentor Teacher	$25.00 per hour (Minimum 20 Hours – See L Below)

C. The Superintendent may approve requests for increases in, or additions to, the Schedule B listing stated herein when desirable, or necessary. Requests for such changes will be presented through building representative and principal. Such changes will be for the current year and re-evaluated for succeeding years.

D. **High School and Middle School Band Directors: the additional percentage covers normal band activities during the school year, plus up to four (4) parades and time necessary to prepare, as deemed by the Director and approved by the Administration, except they will not be required to have Marching Band the week before school.

E. Covers normal coaching activities and time necessary to prepare, as deemed by the coaches and approved by the Administration.

F. Rates of pay will be negotiated for any new position created within extra pay activities during the life of this contract.

G. All teachers engaged in Schedule B activities compensated at the rate of 3% or more shall be paid as provided below:

Upon assignment, all teachers to be engaged in Schedule B activities shall notify the Personnel Department of their desire for payment of equal pro-ration in each salary check, or lump sum payments will be made.

H. The Board reserves the right to select the most qualified applicant for Schedule B positions. Persons filling the positions from outside the bargaining unit may not be paid at a rate greater than those specified in Schedule B. Notices of non-renewal will be given within 45 calendar days following the last contest of the season, based upon an evaluation of performance in the position. A non-renewal shall not be arbitrary, capricious, or discriminatory. The non-renewed employee shall have the right of appeal within 10 working days after written notice of non-renewal to the Superintendent of Schools. Members of the bargaining unit who have served in a Schedule B position who have previously been evaluated as unsuccessful and/or non-rehired, will not be automatically considered to be qualified to fill that position in the future.

I. Teachers in grades seven through twelve who are assigned more than three (3) different preparations of lessons per day shall be paid $500 per semester for each additional preparation.

J. Job descriptions within Schedule B will be decided by the activity coordinator and the building supervisor. This will include, but not be limited to, the number of students, number of meetings, expectations of the group, etc.

K. *Percentage rate of the club sponsor position will be determined using the grid below. The proposal should include, but not be limited to, the number of students, practice time, final product, etc. Proposals are to be submitted to the building principal not later than October 30th of the school year.

Club Sponsor Pay Rates

Number of student participants	5-10 Hours	11-20 Hours	21-30 Hours	More than 30 Hours
Under 10	1.00%	1.50%	2.00%	2.50%
20-Nov	1.50%	2.00%	2.50%	3.00%
21-30	2.00%	2.50%	3.00%	3.00%
31+	2.50%	3.00%	3.00%	3.00%

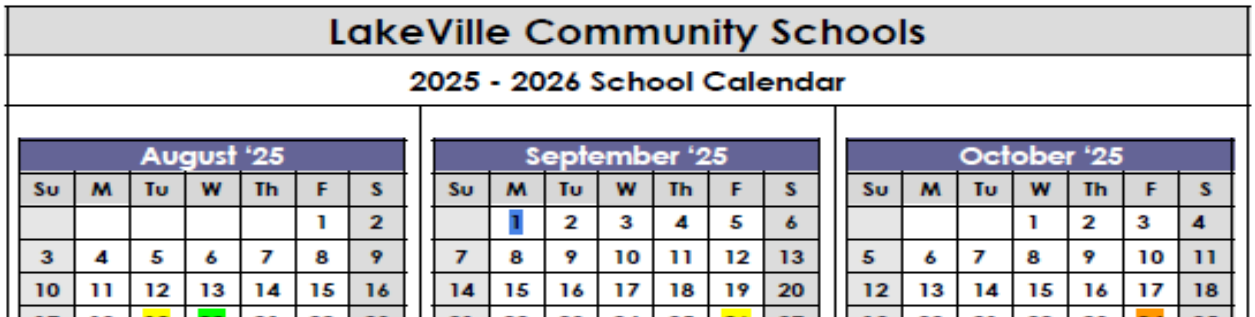
L. Mentor Teachers

1. Mentors will be assigned to probationary teachers.
2. Mentorship will not be restricted to members of the bargaining unit.
3. The mentor position will be posted, and the Association members will receive consideration upon submitting a written application to the building principal. The appointment will be for a period of one (1) year.

4. Mentors will have at least five (5) years of teaching experience on the K-12 level, and will in most cases, possess certification in the same area(s) as the probationary teacher.
5. Mentors within the Association bargaining unit will receive reimbursement at the rate of $25 for each hour of consultation and observation. Such hours are to be documented and submitted to the building principal at the end of each month. Reimbursement forms will be turned in during December and May of the school year. It is anticipated that most mentorships will require twenty (20) clock hours of consultation and observation per year. If it is anticipated that reimbursement hours will exceed twenty (20) clock hours, prior approval must be given by the building principal. The mentor shall be in attendance at all IDP meetings.
6. The mentor teacher will receive approved reimbursement from the school district for additional time and training.
7. The building principal will assign mentorship no later than thirty (30) school days from the commencement of the school year.
8. Either the mentor, probationary teacher, or the principal may request a change in mentor assignment at any time during the probationary period.
9. The role of the mentor teacher shall be formative in nature. The mentor shall not participate in the evaluation process. Michigan Department of Education (MDE) Guidelines govern the Mentor Teacher Program for the District.

M. High School and Middle School Site Managers will be expected to attend a maximum of 30 events per school year and will receive a minimum of two weeks' notice of each event they are asked to attend.

SCHEDULE C – CALENDAR



LakeVille Community Schools

2025 - 2026 School Calendar

August '25

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16

September '25

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20

October '25

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18

LakeVille Community Schools Calendar 2025-2026

August 19, 2025	6 Hours PD Secondary Kick-off 3:00-6:00
August 20, 2025	TWD Elementary Kick-off 4:00-6:00
August 25, 2025	First Day of School
August 29 & September 1, 2025	No School - Labor Day Weekend
	11th Day of MP1
September 26, 2025	6 Hours PD
October 24, 2025	½ Day - Homecoming
October 28, 2025	PT Conferences (K-4: 4:30-7:00) (5-12: 3:00-5:30)
October 29, 2025	PT conferences (K-4: 4:30-7:00) (5-12: 4:30-7:00)
October 31 & November 3, 2025	No School - Fall Break
November 4, 2025	MP2 Begins
	11th day of MP2
November 26, 27, & 28, 2025	No School - Thanksgiving Break
December 22, 2025 - January 2, 2026	No School - Holiday Break
January 19, 2026	6 Hours PD
January 21, 2026	½ day exams; ½ day TWD
January 22, 2026	½ day exams; ½ day TWD
January 23, 2026	TWD
January 26, 2026	Semester 2 - MP3 Begins
	11th day of MP3
February 13 & February 16, 2026	No School - Mid-Winter Break
March 13, 2026	6 Hours PD
March 30 - April 6, 2026	No School - Spring Break (Good Friday - April 3)
April 7, 2026	MP4 Begins (School resumes)
	11th day of MP4
TBD	SAT Testing
May 1, 2026	6 Hours PD
May 22, 2026	No School - Insurance Day
May 25, 2026	No School - Memorial Day
June 8, 2026	½ day exams; ½ day TWD
June 9, 2026	½ day exams; ½ day TWD
June 10, 2026	TWD

APPENDIX A – MESSA HEALTH BENEFITS SUMMARY

For Employees electing health insurance:
Employees may only move to a new plan during open enrollment.
New Hires will be placed on a Choices plan until January 1st.

Medical Plans:	Choices	Choices	ABC Plan 1	ABC Plan 2
Deductible	$500/$1000	$1000/$2000	$1650/3300*	$2000/4000
OL/OV/SV Copay	$20/$20/$20	$20/$20/$20	$0	$0
UC/ER Copay	$25/$50	$25/$50	$0	$0
Rx Coverage	5 Tier Rx	5 Tier Rx	5 Tier Rx	5 Tier Rx

*HSA w/ HEQ - current IRS HDHP minimum

Long Term Disability Benefit	66 2/3 % $5,000 Monthly Maximum 60 Calendar Days – Modified Fill Maternity Coverage Pre-Existing Condition Waiver Freeze on Offsets Alcohol /Drug – Same as any other illness Mental / Nervous – Same as any other illness Two Year Own Occupation
Negotiated Life	$30,000 with AD&D
Vision – Plan Year July 1-June 30	VSP 3G
Dental – Plan Year July 1-June 30	90% / 90% / 80% $2000 Max 80% $2000 Ortho Maximum

For employees not electing health insurance:

Long Term Disability Benefit	66 2/3 % $5,000 Monthly Maximum
Negotiated Life Dependent Life	$40,000 with AD&D $2,000 Spouse/ $2,000 Child/Children
Vision – Plan Year July 1-June 30	VSP 3G
Dental* – Plan Year July 1-June 30	90% / 90% / 80% $2000 Max 80% $2000 Ortho Maximum

*Beginning in the 24-25 School Year, Dental coverage will include dependents to age 26.

APPENDIX B – SCHEDULE B LETTERS OF AGREEMENT

Letter of Agreement

Between the LakeVille Education Association and
The LakeVille Community Schools Board of Education

Implementation of a Teacher Leadership Team for the 2025-26 School Year

In consideration of the mutual covenants below, this Letter of Agreement (LOA) is by and between the LakeVille Education Association (Association) and the LakeVille Community Schools (District) Board of Education (Board), collectively, the "Parties" and concerns the development of a Teacher Leadership Team for the 2025-26 school year.

Background:

1. The Board recognizes the multitude of benefits in providing additional opportunities for leadership roles for teachers.
2. The Board and district recognize the benefits to a cooperative team approach to curriculum development and school improvement initiatives.
3. While the Master Agreement identifies Department Chairpersons at the High School, opportunities for similar leadership roles do not exist for teachers at the Middle School and Columbiaville.

The Parties Agree:

1. For the 2025-26 school year, the district will post the following positions:
    - High School Department Chairpersons for the four (4) core subjects
    - Middle School Department Chairpersons for the four (4) core subjects
    - Elementary Grade Span ELA and Math focused Chairpersons (4 total)
        - K-2 ELA/SS Chair, K-2 Math/Science Chair
        - Grade 3-4 ELA/SS Chair, Grade 3-4 Math/Science Chair
2. The posting for the position will identify responsibilities that extend beyond the school day
3. The positions will be paid an annual stipend of $1,000 each.
4. Once signed, this LOA will be for the 2025-26 school year only.
5. This LOA may be amended in writing by an authorized representative of each party.

For the Board	For LakeVille Education Association
Signature	Signature
Kevin Walworth	Ken A Whitney
Printed Name	Printed Name
Superintendent	President
Position	Position
5/22/25	5/22/25
Date	Date

Letter of Agreement

Between the LakeVille Education Association and
The LakeVille Community Schools Board of Education

High School Yearbook (Annual Advisor) Position – 2025-26 School Year

In consideration of the mutual covenants below, this Letter of Agreement (LOA) is by and between the LakeVille Education Association (Association/LEA) and the LakeVille Community Schools (District) Board of Education (Board), collectively, the "Parties" and concerns the inclusion of certain ancillary staff into the LEA bargaining unit.

Background:

The High School Yearbook (Annual) Advisor is traditionally a Schedule B position compensated at 11% of the base salary for duties performed entirely outside the school day.

The District and Association recognize the potential instructional and operational benefits of embedding yearbook production within the school day as a scheduled course offering.

The Parties Agree:

1. For the 2025-26 school year only, the High School Yearbook (Annual) course may be offered as a scheduled class during the regular school day.
2. In lieu of the full 11% Schedule B stipend, the Annual Advisor shall receive **7% extra duty pay**, recognizing that a portion of the duties will be completed during the regular workday as part of the course.
3. At the conclusion of the 2025-26 school year, the Parties agree to meet to evaluate and mutually determine whether the Yearbook (Annual Advisor) position should:
    - Continue as a class embedded within the school day with partial extra duty compensation, or
    - Revert to the full 11% Schedule B stipend for duties performed entirely outside the school day.
4. This LOA may be amended in writing by an authorized representative of each party.

For the Board	For LakeVille Education Association
Signature	Signature
Kevin Walworth	Ken Whitney
Printed Name	Printed Name
Superintendent	President
Position	Position
5-28-25	5/28/25
Date	Date