MASTER AGREEMENT

BETWEEN THE

IRONWOOD AREA SCHOOL DISTRICT

AND THE

IRONWOOD EDUCATION ASSOCIATION

2026-2028

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THE BOARD OF EDUCATION OF IRONWOOD, MICHIGAN, HEREINAFTER CALLED ***BOARD*** AND THE IRONWOOD EDUCATION ASSOCIATION, AN AFFILIATE OF THE MICHIGAN EDUCATION ASSOCIATION, HEREINAFTER CALLED ***ASSOCIATION***, IN CONSIDERATION OF THE MUTUALLY AGREED UPON COVENANTS SET FORTH HEREIN, AGREE WITH EACH OTHER AS FOLLOWS:

ARTICLE I - RECOGNITION

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II, of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation, classroom teachers, guidance counselors, librarians, speech and hearing therapists, school nurses, employed by the Board (whether or not assigned to a public school building) including classroom teachers at Gogebic County Community Schools but excluding supervisory, executive personnel, all non-teaching employees.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

C. An employee shall not be required as a condition of obtaining or continuing employment to do any of the following:

   a. Refrain or resign from membership in, voluntary affiliation with, or voluntary financial support of a labor organization or bargaining representative.
   b. Become or remain a member in the IEA EA.
   c. Pay any dues, fees, assessments, or other charges or expenses of any kind or amount, or provide anything of value to the IEA EA, MEA, or NEA.
   d. Pay to any charitable organization or third party any amount that is in lieu of, equivalent to, or any portion of dues, fees, or assessments. Or other charges or expenses required of members of or public employees represented by a labor organization or bargaining representative.

D. The Board shall make payroll deductions upon written authorization from teachers for annuities, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the Board. The payroll deductions for annuities shall be sent in as soon as reasonably possible following each pay period.

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

ARTICLE II - TEACHER RIGHTS

A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every teacher employed by the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Michigan Public Employment Act or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, or his/her institutions of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board and the Association specifically recognize the right of both parties appropriately to invoke the assistance of the Employment Relations Commission, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and the Board and Association agrees to be bound by any lawful order or award thereof.

C. The Association and its members shall have the right to use school building facilities with administrative approval at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia pins or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members. Any such request shall not be arbitrarily denied.

D. The Board agrees to give access to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

E. Beginning February 13, 2024, and every 90 days thereafter, designated Association representatives will be given a complete listing of all bargaining unit staff that includes the following:

1. First, middle and last name.
2. Start date of employment in current bargaining unit.
3. FTE, step, lane placement with annual salary (Base contractual wage or Schedule A only).
4. Building(s) and room number(s) assigned.
5. Employee identification number (if applicable).
6. State Personal Identification Code (PIC) if applicable.
7. Name of position.
8. Work email address and personal email address (if provided by employee to the district).

9. Home mailing address.
10. Primary phone number (and cell number if different and provided to district).

F. The above-listed information shall be provided via email in an attached Excel template format provided by the Association.

G. Designated Association representatives shall be given, via e-mail and attached excel document, the same information detailed in Section A above within five (5) business days of any new hires of bargaining unit members that occur throughout the year.

H. Termination of employment, by any bargaining unit member shall be reported to the designated Association representatives, including the termination date, via e-mail no later than five (5) business days after the member's last day of employment.

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

J. All bargaining unit employees shall be treated equitably.

ARTICLE III - BOARD'S RIGHTS CLAUSE

A. The Board on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the law and Constitutions of the State of Michigan and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms thereof are in conformance with provisions of P.A. 379 of 1965, the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the Michigan General School Laws or any other laws or regulations as they pertain to the Employer.

ARTICLE IV - ACCOUNTABILITY CLAUSE

A. The teacher is accountable for the reasonable care of the assigned room, equipment, supplies and material. (S)He will be charged with prevention of destruction or misuse of the above items. If destruction or misuse does occur, it must be reported to the building principal immediately giving full details as to circumstance causing said damage.

B. In addition the teacher will be held accountable for the educational advancement of the assigned to the greatest extent possible and within the acceptable methods of pedagogy.

ARTICLE V - PROFESSIONAL COMPENSATION

A. 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, and is based upon the school year adopted in Schedule C.

B. Members of the faculty shall not be assigned to assist or work at after school activities in which a charge for attendance is made. Faculty members shall have prior opportunity to fill paid positions for such activities at the regular established rates.

C. An athletic ticket pass will be issued to all teachers, not spouse included, who make some direct contribution to the athletic program at any level of the school system. Any teacher who will sign up and accept a night of duty in connection with a paid athletic event without pay will receive a season pass to all charge athletic events and if such person accepts a second night, a pass will be issued for the spouse.

D. Extra duty schedule, see Schedule B.

E. Teachers required in the course of their work to drive personal automobiles from one school building to another shall receive a car allowance equivalent to the IRS mileage rate and a basic allowance of fifty dollars ($50) per semester. The same mileage allowance shall be given for use of personal cars for field trips or other business of this district. The teacher is to pay his/her own insurance except for excess. A minimum of $50,000 to $100,000 public liability is required. The School Board will provide an over-ride of $100,000/$1,000,000 of insurance.

F. A Head Teacher will be compensated at the rate of fifty dollars ($50.00) per day or twenty-five ($25.00) per half day. To be eligible for this pay the building principal or superintendent must request this service for more than one (1) hour.

G. The school guidance counselor may be assigned additional days outside of the school year at the discretion of the Superintendent. Such days shall be compensated on a per diem rate.

ARTICLE VI - TEACHING HOURS

A. The start of the work day shall be 7:45 am. Employees who do not elect extra duties shall be allowed to leave at 3:15 pm. Employees shall have a duty-free uninterrupted lunch period, and will include a minimum of fifty (50) minutes for preparation. The time that teachers are available before and after school is unassigned time and will not be counted as preparation time nor elementary break time.

B. Upon an acceptable arrangement for two teachers to split a teaching assignment upon their written request, such teachers can only exercise seniority rights for a full-time position in case of a vacancy for each person.

Also, such teacher will earn seniority credit on a prorated basis for placement on the seniority list and for fringe benefits. Such teacher or teachers must attend meetings pertaining to their position.

C. The administration may require up to five (5) hours of teachers' meetings per month. Four (4) hours are to be scheduled by the PLC groups in coordination with the building principal, and one (1) hour to be scheduled by the administration. These meetings shall only be scheduled in the months of September through May. Attendance at these meetings is mandatory for all teachers, unless said teacher has been excused, in advance, by the building principal or the superintendent.

D. Parent-teacher conferences shall be scheduled as part of the District's annual calendar (Schedule C). Attendance at these conferences shall be mandatory, unless the teacher is excused by the superintendent. Personal leave shall not be granted on conference days, except for an emergency and with the superintendent's permission.

ARTICLE VII - TEACHING LOADS AND ASSIGNMENTS

A. The normal weekly teaching load in grades 7-12 will be thirty (30) assigned periods at Luther L. Wright School. The rest of the workday shall be comprised of a duty-free lunch period and unassigned preparation periods. Middle school (6-8), by mutual agreement between the middle school principal and a simple majority of the middle school staff, may alter the schedule in ways believed to improve the effectiveness of the middle school program. The sixth grade program in effect during the 2005-06 school year will be the model utilized for the 2006-07 school year. Any future changes in the sixth grade program will be governed by the language of the previous sentence. No other departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance negotiation procedure hereinafter set forth.

B. Since preparation is vital to good classroom instruction, teachers must complete weekly lesson planning as directed by the professional administrative staff.

C. Teachers hired to handle an extra duty assignment as indicated in Schedule B cannot resign from this duty separately from their regular teaching assignment during the time of the extra-duty assignment unless notice at the end of a current season of intent to resign the extra assignment the following year is given to the administration or unless some other qualified person in the system will accept said position.

D. Elementary teachers will be provided one fifteen (15) minute relief period each day. In addition, elementary teachers may use for preparation all time during which their classes are receiving instruction from various teaching specialists. This includes time the students are scheduled to be with the library aide. If a specialist or library aide is absent and the district is unable to obtain the services of a substitute, teachers who agree to give up preparation time to cover classes shall be compensated the appropriate prorata stipend as specified in Section G below.

E. If a teacher shall teach more than the normal teaching load on a regular basis as set forth in this Article, (s)he shall receive additional compensation at his/her hourly rate for each teaching period in excess of such norms.

Example: $\frac{\text{annual salary}}{\text{number of hours taught per year}}$

This is not applicable to courses taught for the Community Schools Program.

F. If a teacher agrees to substitute for an absent teacher during his/her preparation period when asked to do so by the administration, the teacher will receive fifteen dollars ($15) per period. This amount shall be prorated where applicable for the elementary teachers.

G. Elementary teachers shall no longer be required to fill out the CA 10 forms.

H. Teachers who opt to perform any extra duties shall be compensated at fifteen dollars ($15.00) per hour with a minimum of seven dollars ($7.00) per duty. No teacher shall be required to perform such duties. Compensatory time off in lieu of pay for these duties will not be permitted.

I. All teachers will attend scheduled professional development unless specifically excused by his/her building principal up to the time requirements of applicable law. If other professional development

days are added, they would be voluntary and teachers to be paid a per diem rate based on the current daily substitute teacher pay rate. For any additional professional development days which are required, teachers will be paid a per diem rate based upon the BA/BS degree salary schedule base. For after school professional development activities initiated by teachers, and approved by their immediate supervisor, teachers will be compensated at a rate of $30.00 per hour.

J. Beginning with the 2005-2006 school year the following shall apply:

1. Elementary (K-6)

   In the event it is necessary, the parties agree that the elementary student instructional day shall be modified to meet state requirements. If additional instructional days or hours are necessary to meet Michigan annual hour requirements, such days or hours shall be added. If the hours/days need to be added, the new schedule shall be subject to negotiations.

2. Secondary (7-12)

   a. A single class may be scheduled for more than one period. In such cases, each period will count as a contact period and the class to count as one preparation.

   b. A secondary teacher's total student count should not exceed 160 students. However, should the administration deem it necessary to exceed 160 students for a secondary teacher, said teacher shall receive an additional $50 for each student over 160 per semester. Student count from study halls, Phy Ed, and music shall not be included in the calculation.

ARTICLE VIII - TEACHING CONDITIONS

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

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible and that the following list includes desirable maximums. When balancing classes at the beginning of the school year, each mainstreamed student will count as one (1) if he/she is in the special education classroom 50% or more of the day and will count as two (2) if he/she is in the special education classroom less than 50% of the day.

(1) Kindergarten ..... 25 pupils
(2) Elementary school grades ..... 34 pupils
(3) Special Education classes ..... 15 pupils

The desirable class size per teacher in the secondary schools shall be as follows:

English >
Social Studies >
General Education >
Mathematics > 30 pupils
Science >
Language >
Business >

Computers ..... 24 pupils
Industrial Arts ..... 20 pupils
Vocational Shops ..... 20 pupils
Art ..... 30 pupils
Physical Education ..... 40 pupils

At the beginning of the year (first student day), classes shall be balanced within two (2) student F.T.E.'s for grades K and 1; within three (3) student F.T.E.'s for grades 2, 3, and 4; and within four (4) student F.T.E.'s for grades 5 and 6. The District shall make every effort to ensure the classes are balanced at these levels throughout the school year.

B. The Board shall furnish without charge three (3) smocks to be used by each art, industrial arts, and laboratory science teacher, and shall provide without charge laundering services therefor.

C. The Board shall retain in each school existing lunchroom, restroom, and lavatory facilities exclusively for teacher use and at least one room appropriately furnished, which shall be reserved for use as a faculty lounge.

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

E. Adequate and restricted parking facilities shall as far as possible be made available to teachers for their exclusive use.

F. A teacher-administrative council shall be set early in the school year to meet periodically, preferably monthly, to discuss problems of concern to teachers and administration. It shall be composed of the Superintendent, the principal, elementary teachers, and two from the high school. The meeting will be held after school hours.

ARTICLE IX - EMPLOYEE DISCIPLINE AND PERSONNEL RECORDS

A. No teacher shall be disciplined, penalized, reduced in rank or compensation or deprived of any professional advantage for any reason that is less than the standard set forth in the Teacher Tenure Act. Any such discipline, penalty or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the grievance procedure as herein set forth.

B. The employer shall remind the employee of the right to association representation in any case where an allegation has been made against the employee or if the administration suspects the employee may have committed some offense. The association representative upon request for information shall be informed of the subject matter of any meeting a bargaining unit employee is required to attend in advance of the meeting and shall be permitted to meet privately with the employee in advance of such a required meeting. The employee shall be entitled to the specific representative of their choice, but if that person is not immediately available, the meeting will not be unreasonably delayed. If an employee is offered representation and declines, they must sign a waiver of that right and may revoke that waiver* and insist on representation at any time.

C. Each file shall contain a cover sheet to be signed and dated by any person reviewing the file.

D. Material placed in the file, including evaluations, shall not be released to any person without written permission from the employee or valid court order, excepting that materials requested subject to Michigan's Freedom of Information Act shall be released in accordance with the following:

    1. The District shall immediately notify the teacher who is subject to the request and provide the teacher with a copy of the request.
    2. The District shall allow the teacher the right to review the requested material before release.

E. Each employee shall have the right upon request to review the contents of his/her own file, except confidential material as determined by law. A representative of the Union may be requested to accompany the employee in such review. In the event the employee feels that material placed or to be placed in the file is inappropriate or in error, he/she may receive adjustment through the grievance procedure whereupon, pending outcome of the grievance, the material shall be corrected or expunged from the file.

F. An employee may or may not, at his/her option, attach a written response to be attached to any material placed in the file.

G. If an employee is requested to sign any material placed in the file, such signature shall be interpreted to mean only that the employee knows of its presence.

H. Any complaint directed toward a teacher deemed to have merit shall be discussed with the teacher. No material, including but not limited to student, parental, or school personnel complaints originating after initial employment, will be placed in a bargaining unit employee's personnel file unless the bargaining unit employee has had an opportunity to review the material. Substantiated complaints against the bargaining unit employee shall be put in writing with names of the complainants, administrative action taken, and remedy clearly stated.

ARTICLE X - VACANCIES AND PROMOTIONS

A. Whenever any vacancy in any bargaining unit position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to the Association and provided via school and personal e-mail to each bargaining unit employee. It is the employee's responsibility to notify the Superintendent's office of their personal email address. No vacancy shall be filled, except in case of emergency on a temporary basis, until such vacancy shall have been posted for at least seven (7) calendar days. Any teacher may apply for such vacancy. If a vacancy occurs during the school year, it will not be filled on a permanent basis until the following year. Said vacancy shall be posted when it occurs.

B. Internal qualified applicants shall be awarded the position prior to considering external applicants. Awarding a vacancy to external applicants shall only occur if no existing bargaining unit employees meet the criteria outlined in this Section or prior discipline clearly indicates that an employee should not be placed in a particular position. Non-traditionally certified teachers shall be given the right to be awarded vacancies if there are no internal certificated applicants.

The most qualified and adequately certified internal applicant shall be awarded the position. "Most Qualified" shall be determined as follows:

1. The most qualified person for the vacancy shall possess the requisite certification or licensure necessary for the position.

2. Discipline records shall only be considered when the employee has been notified of the discipline, the discipline resides in the employee's personnel file, and all challenges to the discipline have been exhausted. The use of discipline must be applied in an objective and equitable manner.

3. The most qualified person has successfully participated in applicable District-provided professional development, training, or academic preparation for the instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment.

4. Employees awarded the position must have at least seventy-five percent (75%) of their year-end evaluations as a bargaining unit employee rated as "highly effective" or "effective". In the event no internal employee meets this criterion, then this requirement shall not apply.

5. The teacher's number of years teaching in the grade level or subject area within the district. Partial year teaching in a grade level or subject area shall be credited with a fractional percentage of that year taught, rounded to the nearest 1/10th.

    a. Grade level credit for teaching in grades K through 6 shall count towards

any "elementary vacancy."

b. Subject level credit shall be defined as any position relevant to the subject included in the vacancy (e.g.: Math, Science, English, Social Studies, etc.). This shall count toward any grade 7-12 vacancy.

c. Special Education credit shall count toward the elementary or grade 7-12 vacancy depending on where the special education service was previously provided.

A teacher who is assigned classes in multiple subject areas for any given year shall be credited with one (1) year of teaching experience in each of those subject areas during each of those years (or fractional credit as outlined above for partial year experience).

6. If 2 or more employees equally meet the above standard, then the position shall be awarded to the employee with the most length of service within the bargaining unit, as defined by their Seniority List ranking.

7. In the event no internal employee applies or meets this criterion, then external candidates shall be considered.

C. A temporary vacancy shall be defined as a position that has been vacated on a temporary basis by the teacher who originally held that position. The administration may fill such vacancies on a temporary basis for less than a semester without the need for posting the position. When the original teacher vacates the position on a temporary basis for a semester or more, the position shall be posted with a notation as to the length of time for which this position may be retained by the teacher who fills such vacancy. All other vacancies within the system must be posted according to Section A of this article.

D. Any part-time teacher hired will have rights only for a position equal to or less than their current position. If a full-time position becomes vacant, the district has the right to post and hire a full-time person. If it is mutually advantageous, the district may appoint the part-time person to a full-time position. This section does not apply to full-time teachers who have been reduced to part-time.

E. When a bargaining unit member in charge of a Schedule B activity retires or leaves the School District for any reason, said Schedule B position shall be posted.

F. Extra duty positions held by non-bargaining unit members who have an effective yearly evaluation shall not be posted annually. When a vacancy occurs, and where a qualified bargaining unit member applies, he/she shall be appointed to the position. The Board and Union shall meet to develop a set of minimum qualifications for all head coaching positions. This section shall not

apply to any employee who has been dismissed with cause.

G. Administrative vacancies shall be posted in each building.

H. The following duties shall be posted on an annual basis if needed: head teacher, lunchroom duty, bus duty, study room duty, hall duty, and other duties offered to bargaining unit members on a building-by-building basis. These positions shall be filled by the most qualified applicant, as determined in Section B of this Article. A teacher shall be limited to filling two (2) positions, except for those buildings where there are not enough applicants to fill all of the positions. In such instances, teachers with two (2) duties will be allowed to fill additional positions. Each position shall be for the entire school year.

ARTICLE XI - PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

A. No new teacher shall be employed by the Board for a regular teaching assignment who does not have a bachelor's degree from an accredited college or university, and/or a valid certificate, except as modified in Section B below.

B. The employment of teachers by individual contracts as based on special certificates is to be permitted only in cases of absolute necessity.

C. Teachers shall receive their teaching schedules by August 1st prior to each school year. In the event that changes in schedule are proposed, all teachers affected shall be notified promptly and consulted. In no event will changes in teacher's schedules be made later than the 15th day of August preceding the commencement of the school year, unless an emergency situation requires same. If the Board cannot prove an emergency situation exists, an affected teacher may turn down the change in their schedule.

D. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education, extra duties enumerated in Schedule B, and summer school courses, shall be with the consent of the teacher.

ARTICLE XII - TRANSFERS

A. A "transfer" shall be defined as either a voluntary or involuntary change in a bargaining unit employee's position or assignment to another position or assignment within the bargaining unit, such as a (1) building assignment, (2) grade level(s) included in an assignment in K-12 (3) subject area(s) included in an assignment, (4) a non-classroom assignment such as librarian, guidance counselor, itinerant personnel, etc., or (5) Special Education assignment. Transfer awarding of vacancies shall be first governed by the language in Article X pertaining to vacancies. Other transfers will be governed by this Section.

B. In the event that transfers of teachers appear to be necessary, lists of available positions in the district shall be posted in the same manner as provided in Article X. Teachers who are involved in transfers shall be notified at least thirty (30) days prior to the beginning of the school year, except in emergency situations.

C. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as (s)he may have had under this Agreement prior to such transfer to supervisory or executive status. Such personnel shall receive credit for years of teaching on the seniority list only for the years that (s)he qualified under Article I-A and was not a supervisor and excluded from the contract.

D. This article is not meant to take away any seniority rights of individuals that were granted under previous contracts.

E. Voluntary Transfers: A request for a transfer may be made at any time in writing to the Personnel Office with a copy to the Association. The request shall specify the school, grade, and subject/position sought. Subject to possessing adequate certification, or the ability to obtain, a request for voluntary transfer shall be granted unless the granting of same is inconsistent with the contract language pertaining to the filling of vacancies. The Employer shall acknowledge receipt of the request for transfer within five (5) working days. No bargaining unit employee shall be discriminated against because of a request to transfer. Vacancies caused by a voluntary transfer shall be posted unless that vacated position is eliminated.

F. Involuntary Transfers:

Involuntary transfers may be affected only in cases of emergency. Involuntary transfers shall not exceed the school year as defined in Article X, subsection A. Upon conclusion of the school year, or resolution of the emergency, whichever is shorter, the teacher shall be returned to their previous placement. The specifics of the use of involuntary transfers as part of staff reduction shall be outlined in the Layoff & Recall Article of this Agreement.

ARTICLE XIII – Seniority / Reduction in Personnel - Layoff and Recall

SENIORITY

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

A. The seniority list shall be published and mailed or delivered to each bargaining unit employee by October 1 of each school year. Challenges or revisions to the list must be filed by October 15th of that same year to the superintendent in writing. The superintendent, employee, and union representative, shall meet to discuss the disagreement and attempt to arrive at a mutually agreeable solution prior to November 1 of that year. If resolution between the parties cannot be achieved, and there is still disagreement, the employee may utilize the grievance process contained in this agreement. Barring any challenges the seniority list will be considered final for that school year on November 1.

B. Seniority is defined as the length of unbroken service within the bargaining unit and shall be computed from the employee's date of hire by the Board of Education as indicated in the Board's minutes. Should two (2) or more employees be hired the same date, seniority shall be determined by the order they appear in the minutes. No bargaining unit member shall earn more than one (1) year of seniority in a given school year. Seniority shall be prorated for part-time employees.

C. All seniority is lost when employment is severed by resignation, retirement, discharge for cause, or transfer to a non-bargaining unit position for more than one (1) year; however, until recall rights expire or are otherwise terminated by the employee, seniority is retained (frozen) if severance of employment is due to layoff.

D. Seniority shall continue to accumulate when bargaining unit employees are on approved unpaid leave of absence under FMLA, or for the full duration of a leave of absence due to Military Duty leave.

E. The Board shall use the seniority list from the previous school year (inclusive of any new hires that year), to determine any layoffs or recalls prior to October 1 of each school year as prescribed in this Article below under "Reduction in Personnel – Layoff and Recall."

REDUCTION IN PERSONNEL – LAYOFF AND RECALL

A. It is understood by the parties that a reduction in staff may be required in the event of a financial emergency, a significant reduction in student enrollment, or a significant reduction in funding. To promote an orderly reduction in personnel when the educational program, curriculum, and staff are curtailed, the following procedures will be used:

   1. Non-certified, then probationary certified teachers will be laid off first, provided there are adequately certified and qualified teachers to replace them as allowed by law.

   2. If reduction is still necessary, then tenured teachers will be laid off in the inverse order of qualification as defined in Article X, Section B, providing that such teachers who are retained are adequately certified for the positions they are to fill. If more qualified (per Article X, Section B) teacher(s) are not available to staff programs to be continued, then the teacher(s) with the ~~next~~ highest qualification may be retained to fill those positions.

B. After a reduction of teachers as outlined above, if, within the three (3) years following layoff, there are teaching positions that are created and/or vacant, laid-off teachers who are adequately certified and qualified for the position(s) will be given the first opportunity to fill such positions. The notification shall be given to all laid-off teachers, and the vacancy or vacancies shall be filled by the most adequately qualified (per Article X, Section B).

C. The Association will be notified in writing of the contemplated reduction in personnel for the following year by March 15. Teachers being laid off for the following school year shall receive a notice in writing by April 1 that states the reasons for the layoff. Teachers being laid off for emergency reasons shall receive a 60-calendar day notice in writing before the effective date of layoff.

D. The Board shall give written notice of recall from layoff by sending a registered letter or certified letter to the teacher at their last known address. It shall be the responsibility of the teacher to notify the Board of any change in address.

E. The certification(s) and accumulated qualifications of an employee to be laid off shall be those on file with the Board at the time the layoff occurs. The certification(s) and accumulated qualifications of an employee to be recalled from layoff shall be those on file with the Board at the time the notice of recall from layoff is sent. It is the employee's responsibility to notify the Board, in writing, of any inaccuracies in Board records and/or any changes as they occur.

F. Definitions:

   1. Certification – Adequately certified shall be defined as holding the required certificates, endorsements, licenses, and/or approvals required by law to serve in the position assigned. Further, it is the teacher's responsibility to file such certificates, endorsements, licenses, with the Board. The certification status of a teacher on file with the district shall be considered conclusive for all purposes under this Agreement.
      The teacher shall provide written notice to the Board and Association of any change to their certificates, endorsements, or licenses after the original filing of same with the district. This shall include notice of any additional endorsements, certificates, or renewals, as well as expirations, revocations, and any limitations thereon.

   2. Qualification – Teachers shall be considered qualified for positions for which they possess the appropriate adequate certification. Further, their degree of "qualified" status for any position in the district shall be determined by the process outlined in Article X, Section B.

G. A teacher refusing an offer of recall to a position for which the teacher is adequately certified and most qualified per Article X, Section B and which is equivalent to the one from which they were laid off shall be deemed a voluntary quit and shall result in forfeiture of the further right of recall. The only exemption from this shall be if the teacher is under contract with a different Michigan School District at the time of recall. In such case, the teacher shall have the ability to finish the term of their contract before reporting for duty at the District of Recall. Should the teacher refuse that option, they shall be deemed to have voluntarily quit as set forth above.

H. Teachers laid off shall have insurance benefits continued and paid by the Board in accordance with the provisions in Article XVII *(Insurance Protection)* through the full month following the effective date of layoff. Teachers laid off by April 1 for the following year and who work through the end of the school year will be covered by District insurance through the month of August. 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 Budget Reconciliation Act of 1985 (COBRA).

ARTICLE XIV - SICK LEAVE PAY

A. Sick leave shall accumulate at the rate of ten (10) days a year to a total of 180 days.

B. Ten (10) days shall be credited to each teacher upon the first day of the school year except when maximum is or will be reached during the school year when it will be added at the end of the year if used during the year. One of these ten (10) days may be utilized as as one (1) personal day, these sick/personal days will not accumulate.

C. Should a teacher leave the school system during the school year (s)he will reimburse the school for any sick leave pay (s)he might have received based on the sick leave allowance for that year. The prorated return shall be determined by consideration of the fraction of the total number of school days remaining at the time of his departure.

D. Sick leave is provided for illness, personal injury, or medical care of the employee or his/her immediate family. For the purpose of this Section (E), immediate family shall include spouse, parent, children, or other person living in the employee's household. Extended absences in excess of five (5) consecutive days shall be subject to board approval. The Board reserves the right to investigate alleged misuse and require a doctor's statement if deemed necessary. An employee violating this section and found guilty will be subject to discipline and docking of pay.

Sick Leave Bank

E. At the beginning of the school year each teacher shall contribute an amount not to exceed three (3) days of the foregoing sick leave allowance to a common bank, which will carry a maximum number of days equal to the number of teachers multiplied by three (3), and which will be administered by a committee of three (3) persons. The Association and the Board shall each name a representative to the committee and the remaining one will be mutually agreed upon by the Association and the Board.

F. The teachers who have exhausted their accumulated personal leave and the critical illness allowance or emergency in the immediate family may petition this committee for additional sick leave days from the bank provided there are sufficient days remaining in the bank. This petition must be supported by the statement of a physician. In no case will a teacher be paid personal sick leave for more than one-hundred twenty (120) days within five (5) consecutive school years, no more than 60 days in school year, and no more than three (3) requests in a five (5) year period.

G. The bank will be replenished with one (1) day from each teacher when the number of days remaining in the bank equals the number of teachers in the system. Teachers who have reached the maximum accumulation of 180 days may, at their option, donate to the bank any days over 180 remaining at the end of the contract year. Teachers donating five (5) or more days to the sick leave bank at the end of the school year will be credited with one (1) additional personal day to be used in the subsequent school year. This additional personal leave day does not count against the maximum number of accumulated personal leave days, but must be used in the subsequent year or returned for compensation at the rate of $50.00 per unused personal day.

H. Teachers on maternity leave may use sick leave. Teachers on maternity leave may petition the sick leave bank for critical illness related to self or unborn/born child.

ARTICLE XV - LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated under Article XIV shall be granted a leave of absence without pay for such a time as is necessary for complete recovery from the illness, for not more than one (1) year, subject to renewal at the discretion of the Board. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

B. Leaves of absence with pay, chargeable against the teachers' sick leave shall be granted for the following reasons:

1. A maximum of five (5) days per incident for a critical illness or emergency in the immediate family. Critical illness is defined as a health situation which could result in immediate death. An emergency is defined as a sudden generally unexpected occurrence or set of circumstances demanding immediate action.
2. Attendance at a ceremony awarding a degree to a staff member for such a portion of the day as is necessary.
3. One (1) day, except where travel requires additional time, for the attendance at the school graduation of a son, daughter, husband, or wife. Additional time shall be within reason as determined by the teacher and superintendent prior to departure.
4. In addition to ten (10) sick days, two (2) days annually for personal business will be granted. The number allowed on any given day cannot exceed ten percent (10%) of the total teachers. Leave will be granted in order of request. Once a personal day is requested, it cannot be canceled unless notice is given by the close of office hours the day prior to the scheduled leave. A personal day cannot be taken the first two (2) weeks or the last two (2) weeks of the school year or on any day adjacent to scheduled breaks, without prior approval from the building principal and superintendent.

   Personal leave days may accumulate up to five (5), with the exception, that when an additional personal day is provided to a member who has saved 180 sick leave days, and returns five (5) or more sick leave days to the sick leave bank, that person could maintain six (6) personal days only for the school year for which it was granted. Accumulated personal leave may not be taken during August, September, May, June, the last three (3) days of the semester, or parent-teacher conferences.

   Those individuals not using or accumulating personal leave days will be paid at the rate of $50.00 per personal day. Individuals will inform the Superintendent at the end of the school year that they wish to be paid.

C. Leaves of absence with pay not chargeable to sick leave allowance shall be granted for the following reasons:

1. An employee shall be allowed for death in the immediate family up to three (3) working days as bereavement days per death. None of the bereavement days shall be deducted from sick leave. The immediate family is defined as spouse, significant other, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent-in-law,

grandparents and grandchildren, or other dependent residing in the home. Bereavement leave will also be allowed for sister-in-law, brother-in-law, niece, nephew, aunt or uncle. In the event the employee is responsible for the arrangements for the emergency caused by the death, or in case of distant travel, the Superintendent may allow one (1) or two (2) additional days.

2. Two (2) additional personal days may be granted at the discretion of the Board for teachers with expertise in matters which make a necessary and very important contribution to local community affairs. The applicant for such leave must establish, in writing, the nature of their contribution and how it will benefit the Ironwood Area School District's citizens.
3. Court appearance as a witness in any case connected with the teacher's employment or the school, or whenever the teacher is subpoenaed to attend any legal proceeding.
4. Time necessary to take the selective service physical examination.
5. Eight (8) personal days to be credited to the president of the Association to be used by the Association. Substitute teachers, if necessary, will be paid by the Association. The Association shall be granted seven (7) additional days at actual cost of the absent teacher.
6. Absence from work because of mumps, pink eye, impetigo, scarlet fever, measles, chicken pox or lice. The teacher must bring a statement from a physician substantiating these illnesses. The following procedure shall apply to teachers who are absent from work due to any of these illnesses:
   a. The absence shall be submitted to Worker's Compensation as a work related compensable disease.
   b. If the absence is not compensable under Worker's Compensation, there shall be no deduction for the first twenty (20) days absent.
   c. The next ten (10) days shall be deducted from sick leave.
   d. The teacher shall apply to the sick leave bank in accordance with the policies and procedures of the bank.

D. Leaves of absence of a semester duration or more without pay shall be granted upon application as allowed by law or at the Board's discretion. No credit on the salary schedule or seniority list will be awarded for the leave.

E. Child Care Leave

Employees will be provided two (2) weeks of District provided paid maternity/paternity leave, for the birth or adoption of a child(ren). This leave shall not be charged against the employee's accumulated sick or personal leaves. Following use of the district provided leave, the employee may utilize accumulated paid leave (e.g. sick leave, personal leave, etc.), short-term disability if purchased, or upon request, an unpaid leave of absence will be granted to a teacher for childcare purposes after the birth of the teacher's child for a period of one year. The Board in its discretion may grant an extension of the leave. The commencement date and return date shall be specified in the grant of the leave of absence. All such unpaid leaves shall be without salary and benefits, except as required by the Family Medical Leave Act or other applicable laws

F. The Board agrees to compensate teachers called to jury duty by an amount equal to the difference between jury pay and the teacher's regular salary.

G. Any teacher who is absent because of an injury or disease compensable under the Worker's Compensation Law, shall receive from the Board the difference between the allowance under the Worker's Compensation Law and his/her regular salary for the number of days (s)he is absent from his/her teaching duties during the duration of Worker's Compensation or sick leave accumulation. These days shall be subtracted from his/her sick leave on a prorated basis on that portion for which the school paid over and above Worker's Compensation. When sick leave accumulation is exhausted, the employee shall receive only that amount which is paid directly under the provision of the Michigan Worker's Compensation Law.

H. Homework is not required and if done it is entirely at the option of the teacher. Worker's Compensation insurance is provided for teachers at the place of employment and on officially authorized trips only.

I. **Terminal Leave Pay**: Any teacher employed ten (10) or more years in the Ironwood Area Schools shall receive upon termination of his/her services from said system $50.00 for each unused sick leave day not to exceed a total of $9,000.00. All new employees hired for the 2016-2017 school year and thereafter, shall receive upon termination of his/her services from the Ironwood Area Schools of Gogebic County, $50.00 for each unused sick leave day. Maximum number of unused sick leave dates will be fifty (50) and a dollar amount not to exceed $2,500.00. In the event of the teacher's death, said sum shall be paid to the teacher's designated beneficiary. Teachers filing forretirement who notify the District in writing by April 1 of their final year of employment will be eligible for an additional $10 per unused sick day for teachers hired before 2016-2017 and $20 per unused sick day for those hired after 2016-2017. This additional amount could exceed the caps listed for each group. Payment of this stipend shall be deferred until the first pay period in January of the year following retirement.

ARTICLE XVI - SABBATICAL LEAVE

A. Upon request teachers who have been employed for six (6) years shall be granted a sabbatical leave for one (1) year. During said sabbatical leave, the teacher shall be considered to be on leave with no remuneration of any kind.

B. A teacher, upon return from a sabbatical leave, shall be restored to his/her former position or to a position of like nature and status. No credit on the salary schedule or the seniority list will be awarded for the leave.

C. No more than two percent (2%) of the teaching staff shall be placed on a sabbatical leave upon request.

ARTICLE XVII - INSURANCE PROTECTION

A. The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UP APA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UP APA, or if the UP APA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life, and long term disability benefits are still subject to this collective bargaining and are listed elsewhere in this contract. The Board agrees to offer the Single, Two-Person, or Full Family, plan to each employee. Eligibility for the selected plan must be met through the MESSA guidelines. The District shall implement insurance copayments pursuant to PA 152 of 2011. The Association shall direct the District in regards to the amount of member copayments providing that the District receive full credit for the 80/20 amounts per individual plan. The Board agrees to maintain the 80/20 premium share for the length of this agreement regardless of any reopening of the contract to adjust health benefits or compensation. Beginning on January 1, 2023 and continuing until negotiated otherwise, the Board agrees to contribute eighty percent (80%) of the deductible costs for ABC plans only. For eligible employees electing the ABC Health Insurance plan, the District shall contribute the deductible amount of the ABC plan to the Health Savings Account (HSA) on the first pay period in January of each year. Amounts contributed to the HSA in excess of the District's eighty percent (80%) cap, shall be deducted from employee compensation through payroll deductions. District contributions to an employee's HSA are deemed earned on a pro-rata basis over the course of the twelve (12) month calendar year (January 1 through December 31). Employees who separate from employment with the District for any reason prior to December 31 of the calendar year in which a full contribution was made shall only be entitled to keep a prorated amount equal to 1/12th of the annual District contribution for each full or partial calendar month of active employment during that calendar year. In the event an employee separates from service prior to December 31, any unearned portion of the District's HSA contribution must be repaid to the District. The District is explicitly authorized to withhold and deduct the full amount of the unearned repayment owed from the employee's remaining payroll checks, including but not limited to regular wages, final payoff checks, or accrued leave payouts, to the extent permitted by state and federal law. If the remaining payroll amounts are insufficient to cover the balance owed, the separating employee shall remain personally liable and must remit the remaining balance via certified funds to the District's Business Office within thirty (30) calendar days of their effective separation date. The repayment and proration requirements shall not apply to employees who separate from the District due to official retirement or layoff provided the employee:

1. Meets the eligibility requirements for immediate age or service retirement benefits under the State of Michigan MPSERS Retirement Plan; and
2. Submits a formal, written notice of retirement to the Superintendent's office no later than April 1st or 60 days prior to the retirement date.

Eligible retirees separating prior to December 31 under these conditions shall be permitted to retain the full, non-prorated District HSA contribution for that calendar year.

For new hires, the District shall contribute a monthly proration of the deductible to the employee's HSA. For example: If a new employee begins employment in August, and enrolls in an ABC plan, the district will contribute five-sixth (5/6) of the July contribution in the first pay period following insurance enrollment.

B. The Board shall provide to the employee the MESSA/Delta Dental Plan 100/90/90/90 . (Annual Max = $2500; Orthodontic Lifetime Max = $5,000) including internal and external coordination of benefits (COB) and MESSA Vision Preferred coverage for all employees of the bargaining unit and their eligible dependents.

C. The Board shall make payment of insurance premiums for each employee to provide insurance coverage for the full twelve-month period. Teachers completing the obligations of their school contract shall have their insurance premiums and HSA contributions paid for the months of July and August. When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

D. Any teacher within the system who does not choose to be covered by the provided hospitalization plan may apply two hundred dollars ($200) per month towards an annuity program. This benefit is retroactive to July 1, 2007.

E. The Board will provide 1xSalary in AD&D and 1xSalary in Life Insurance coverage through MESSA.

F. At the Board's sole option, insurance benefits may be purchased through a MESSA PAK plan. The Board may utilize this option at any time.

G. Cash in lieu of insurance benefits are offered through a cafeteria plan; copies of the plan are available at the school business office.

Cafeteria 125 Plan: The District shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code to allow teachers to make payments with non-taxable salary for dependent care, continuing medical expenses not covered by insurance, and insurance premiums, copayments and deductibles. All costs relating to the implementation and the administration of benefits under the Section 125 plan shall be borne by the employer. The plan shall minimally include a benefit selection option to be filled out by all bargaining unit members on an annual basis.

H. The District shall purchase Long Term Disability protection for all employees under this collective bargaining agreement as described under MESSA quote 354697. (66 2/3%, Max $4,500; $6,750 monthly max; 90 CDMF; alcohol/drug and mental/nervous same as any other illness; Social Security offset – Family; Pre-existing conditions waived. Qualification for coverage by LTD insurance will be determined by the provider. Teachers will be able to access the LTD coverage after the exhaustion of all available paid leave.

I. The insurance cost portion of unpaid leave days will be deducted from employees paycheck on a quarterly basis. The amount deducted will be the daily cost from the employee's health insurance plan and also the employee's daily cost for the dental, vision, and LTD coverage provided by the district for

each unpaid day that is taken. For employees utilizing the sick leave bank, the insurance cost for the two unpaid days will be covered by the district.

ARTICLE XVIII - TEACHER EVALUATION

A. Beginning with the 2024-25 school year the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:

1. specific performance goals developed by the administrator in consultation with the teacher to improve their effectiveness in the upcoming school year.
2. an evaluation of the teacher's job performance with timely and constructive feedback.
3. clear approaches to measuring student growth with relevant data on student growth.
4. multiple rating categories that take into account student growth and assessment data that have been negotiated with the Association.
5. the use of student growth and assessment data as 20% of the year-end evaluation determination. The student growth and assessment data shall consist of measurable, long-term academic goals (student learning outcomes – SLO's) that utilize available data as determined annually by the teacher or grade-level/department level teachers. Available data used in this section must be attributable to the actual teaching responsibilities as identified in their individual student learning outcomes.
6. The year end evaluation form shall utilize other objective criteria for 80% of the year-end evaluation determination.

B. **Process:**

1. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:
   a. The "Danielson Model – Framework for Teaching" shall be the model utilized by the District for evaluations.
   b. The teacher shall be notified no later than September 30 of each year who the administrator will be that conducts their year-end evaluation.
   c. 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. Lesson plans shall be provided to the evaluator within two (2) school days following the observation. Unless identified as a deficiency in performance within an existing IDP, teacher's will only be required to submit lesson plans to an administrator for the day(s) they are being observed to comply with the provisions of this Section.
   d. The observation must include a review of pupil engagement in the lesson that is observed.
   e. In order to ensure 1.c and 1.d above, the observation shall be no less than fifteen (15) consecutive minutes.
   f. Feedback on both 1.c and 1.d will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting

shall be held no later than ten (10) calendar days after the observation occurred. By the post-observation meeting, the teacher will be provided written feedback.

g. There shall be at least 2 classroom observations of a teacher in each school year the teacher is evaluated that are conducted at least 60 days apart.

2. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support".
   a. The year-end evaluation determination and form shall be delivered at a meeting with the observing administrator and the teacher no later than May 30 of each year, unless otherwise arranged with the teacher. In the event there is no year-end evaluation by June 30th the teacher shall be deemed "effective" per the year-end evaluation determination.

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

4. If a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they 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 (3) consecutive years.

5. In addition to the above procedures (Sections B. 1-4), teachers who are evaluated with an IDP (received a "minimally effective", "ineffective" prior to July 1, 2024, or "needing support", or "developing" rating thereafter, and/or 1st year teachers) shall be provided the following:
   a. specific performance goals that will be used to assist in improving effectiveness for the next school year developed with consultation and agreement by the teacher.
   b. training to be provided by the district to assist the teacher in meeting the goals of the IDP.
   c. a mid-year progress report, supported by classroom observation(s) conducted consistent with Section B.1 above and completed no later than February 1, that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any needed additional improvement that is aligned with the existing IDP.
   d. A Mentor teacher that is informed of the conditions and requirements of the IDP in order to assist the mentee in the described performance goals of the IDP.

C. **Rights of Tenured Teachers:**

1. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:
    a. The teacher may request a review meeting of the evaluation and the rating to the district's superintendent. Such request must be made in writing within 30 calendar days after the teacher is informed of the rating. A written response from the superintendent shall be provided no later than thirty (30) days after receipt of the request and before any changes are made.
    b. If the written response does not resolve the matter, the teacher or the Association may request mediation though the Michigan Employment Relations Commission and provide a copy of that request to the administration.
        i. The request must be submitted in writing with thirty (30) calendar days after the teacher receives the written response from the superintendent.
        ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.

D. **Training on evaluation system, tools, and reporting forms:**

1. Each year, the district shall provide, during contractually scheduled Professional Development time, training to all teachers on the evaluation system, reporting forms, and how each reporting form is used during the process.

2. Each administrator who is assigned to evaluate teachers shall be trained in the systems and tools used by the district which shall include a "rater reliability" training every three (3) years that minimally includes all of the following:
    a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance.
    b. Clear expectations for what evaluators should look for when assessing teacher performance, including key behaviors and practices that are associated with effective teaching as included in the negotiated evaluation system and tools.
    c. Training on the evaluation process itself, including how to conduct classroom observations, collect data, and analyze results.
    d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluator's evaluations.

e. Ongoing support for evaluators, including feedback from administrators and Association designated teachers to help them improve their skills and ensure they are consistently applying the evaluation criteria.

E. Coaches shall be evaluated periodically using the following procedures and the attached job descriptions and format (Reference Schedule D).

1. Bargaining unit coaches shall be evaluated at least once every three (3) years by the Athletic Director. The Athletic Director shall evaluate all coaches even if the Athletic Director is also a bargaining unit member. Additional evaluations may be done at the discretion of the Athletic Director.
2. Evaluations shall be based on the direct observations and or knowledge of the evaluator. The evaluations shall minimally include the observation of one (1) full game or event and one (1) full practice session.
3. The coach shall be determined to be either satisfactory or unsatisfactory in the areas to be evaluated. In the event the coach's evaluation is determined to be unsatisfactory in any given area, the evaluation shall include specific recommendations on how to correct the deficiency, shall establish a specific time frame to enable the coach adequate time to correct said deficiency, and shall outline the assistance to be provided by the administration to help correct the problem.
4. Upon completion of the evaluation, the Athletic Director shall meet and discuss the evaluation with the coach. The coach shall be required to sign the evaluation. However, said signature shall not be interpreted to mean agreement with the content of the evaluation. The coach shall have the right to attach a response to the evaluation.
5. A satisfactory evaluation does not guarantee renewal of the assignment. However, no coach shall be dismissed from his/her assignment without just cause.

ARTICLE XIX - PROTECTION OF TEACHERS

A. 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 recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.

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

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student when in proper pursuit of his/her duties, the Board will provide legal counsel up to a maximum cost of $500 per incident and will render all necessary assistance to the teacher in his/her defense.

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

E. The Board will reimburse teachers for any loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises and involved in proper disciplinary action. Personal property damage shall be limited to $500, except in a situation involving the teacher's automobile where the limit shall be $500 or the applicable deductible, whichever is less.

ARTICLE XX - NEGOTIATION PROCEDURES

A. It is contemplated that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. At least sixty (60) days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.

ARTICLE XXI - GRIEVANCE PROCEDURE

A. **Grievance Committee:**

The committee, during their working hours, without loss of time or pay, shall investigate and present grievances to the Employer provided it is so urgent that it cannot be done during off hours.

B. **Definition:** A claim by an Association member, or the Association, that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, or any rule, order, policy, or regulation of the Board, may be processed as a grievance as hereinafter provided.

C. **Hearing Levels:**

1. Informal Level: In the event that an employee(s) or the Association believes there is a basis for a grievance, the affected employee(s) or the Association member shall first discuss the alleged grievance with his/her immediate administrator or designee, either personally or accompanied by his/her Association representative, in order to resolve the complaint. The Union shall be notified and a representative thereof present with the employee at such meeting. If the employee is not satisfied with the result(s) of the meeting, he/she may formalize the complaint.

2. Formal Level 1: If, as a result of the informal discussion with the immediate administrator, a grievance still exists, the Association member may invoke the formal grievance procedure through the Association. The grievance shall be filed within ten (10) working days of the violation, misinterpretation, or misapplication, or within ten (10) working days of the discovery thereof. A copy of the grievance shall be delivered to the immediate administrator and the Association. If the grievance involves more than one work location, it may be filed with the Superintendent or his/her designee. Within five (5) working days of receipt of the grievance, the immediate administrator or designee shall meet with the Association in an effort to resolve the grievance. The immediate administrator shall indicate, in writing, his/her disposition of the grievance within five (5) working days of such meeting, and shall furnish a copy thereof to the grievant(s) and the Association.

3. Formal Level 2: If the Association is not satisfied with the disposition of the grievance at Level 1, the grievance shall be transmitted to the Superintendent or her/his designee. Within five (5) working days after the grievance has been so submitted, the Superintendent, or her/his designee, shall meet with the Association on the grievance. The Superintendent shall indicate in writing, his/her disposition within five (5) working days of such meeting, and shall furnish a copy thereof to the Association and the grievant(s).

4. Formal Level 3: If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) working days of such meeting, the grievance shall be transmitted to a Board Committee. Within ten (10) workdays after the grievance has been so submitted, the Board shall hold a hearing on the grievance. The Board Committee shall indicate, in writing, its disposition within five (5) working days of such hearing, and shall furnish a copy thereof to the Association and the grievant(s).

5. Formal Level 4: If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period provided above, the grievance may be submitted to arbitration. The decision to submit the disagreement to arbitration must be made within thirty (30) calendar days of the date of

Board decision. If the parties cannot agree as to the arbitrator, within five (5) working days from the notification that arbitration will be pursued, she/he shall be selected by the American Arbitration Association (AAA) in accordance with its rules which shall likewise govern the arbitration proceeding.

D. Miscellaneous Conditions

1. The arbitrator shall have the authority to issue an appropriate remedy. The arbitrator shall utilize a standard of review consistent with the Teacher Tenure Act when issuing any findings and any remedies.
2. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdictionThe fees and expenses of the arbitrator shall be shared equally by the parties.
3. The term "days" when used in this Article shall mean work-days (Monday through Friday during summer recess). The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. If the Association violates the time lines as specified within this Article without a written waiver, the grievance shall be considered dropped without prejudice. If the District violates the time lines as specified within this Article without a written waiver, the grievance shall be considered sustained.
4. Notwithstanding the expiration of this Agreement, any claim, or grievance arising thereunder, may be processed through the grievance procedure until resolution.
5. For the purpose of assisting an Association member, or the Association, in the prosecution or defense of any contractual, administrative, or legal proceeding, including, but not limited to, grievances, the Board shall permit an Association member and/or Association representative access to, and the right to inspect and acquire copies of, her/his personnel file and any other files or records of the Board which pertain to the bargaining unit member or any issue in the proceeding in question. Confidential letters of reference secured from sources outside the school system shall be excluded.
6. A bargaining unit member, who must be involved in the grievance procedure during the work day, shall be excused with pay for that purpose.
7. Rights to Representation: Any party in interest may be represented at all meetings and hearings at all steps and stages of the grievance procedure by another teacher or another person. Provided, however, that any teacher may in no event be represented by an officer, agent or other representative of any organization other than the Association.
8. During the pendency of any proceedings and until a final determination has been reached all proceedings shall be kept confidential between the parties directly involved and any preliminary disposition will not be made public without the agreement of all parties.
9. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
10. Forms for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be given appropriate distribution by the Superintendent so as to facilitate operation of the procedure set forth herein.
11. Grievances filed as Union grievances may, in so far they effect the entire collective or multiple locations, at the option of the Union, be initiated at Formal Level 2 of the grievance procedure.

12. If any bargaining unit employee for whom a grievance is sustained shall be found to have been unjustly discharged, he/she shall be reinstated with full reimbursement of all compensation lost, plus reasonable interest. If any bargaining unit employee shall have been found to have been improperly deprived of any compensation or advantage, the same or its equivalent in money plus reasonable interest shall be paid to him/her and his/her record cleared of any reference to this action.
13. Grievance meetings may be held in-person or virtually at the request of a party.

ARTICLE XXII - MISCELLANEOUS PROVISIONS

A. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement or any subsequent agreement covering the same period as the individual contracts do. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

B. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers now employed by the Board.

C. 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 provisions or applications 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.

D. All provisions of this contract, as well as any of a desirable nature by either party not included, are herewith closed for the duration of this agreement.

E. The teacher's salary will be divided into twenty-six (26) equal payments to be issued bi-weekly. Those teachers wishing to receive their full contractual pay on the last payday of the school year may do so upon request.

F. Those teachers performing extra duty for which pay is given such as bus duty, lunch duty, etc., shall receive their extra duty pay in separate checks the first payday in December and the last payday of the school year.

G. Act of God days shall be handled in accordance with whatever the state law or regulations permit. If the school district is required to make up instructional days, the parties shall meet and mutually decide where to place these additional days on the calendar.

H. **Shared Academic Program**: Any participation by a teacher in the Shared Academic Program shall be done strictly on a voluntary basis. If a teacher is required to travel to a neighboring school district under this program he/she shall retain all privileges as a teacher under this master contract. Such contractual rights shall include, but are not limited to the following: salary, fringe benefits, seniority, grievance procedure, and travel mileage. Such a teacher shall not be reduced in rank or compensation or deprived of any professional advantage because of participation in this program.

Required travel time to and from a neighboring school district shall be within the normal school day schedule. The teacher shall be guaranteed the same uninterrupted duty-free noon hour and preparation time as provided in this contract.

G. A special yearly tuition fund of fifteen thousand dollars ($15,000) will be established. The money can only be used for educational improvement. Ground rules will be established by one member from each of the following: Board, EA, Administration, and Uniserv office. In order to be reimbursed, a teacher must be a member of the teaching staff for the following year. Reimbursement shall not exceed a maximum of fifteen (15) credit hours per teacher at the full rate.

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

ARTICLE XXIII - CONSOLIDATION/ANNEXATION

A. In the event that this District shall be combined with one or more districts through consolidation or annexation, the Board will use its best efforts to assure the continued recognition of the Ironwood Education Association and the continued employment of its members. However, the Board will be governed by any State laws, court rulings, or decisions handed down by the Michigan Employment Relations Commission or any body that may have control by law. Such governing body has control over the above language entered in this contract.

B. If the Ironwood Area School District is the annexing district, the seniority list shall remain unchanged and the incoming teachers from the annexed district will begin with zero (0) years of seniority on the list. However, the annexed district teachers shall be placed on the salary schedule at Board discretion. Further, the Board agrees not to voluntarily negotiate any matter with the annexed district's teachers or their representatives. Such negotiations, if necessary, shall be through the recognized bargaining agent which is the Ironwood Education Association.

ARTICLE XXIV - SCHOOL IMPROVEMENT/SITE-BASED DECISION MAKING

A. **School Improvement Plans (SIP)**

The provisions contained in this section shall apply to all School Improvement Plans (SIP) as provided in Public Act 197 of 1989, Section 15.1919 (919b) MSA.

The Ironwood Education Association will agree to cooperate and participate in developing the district-wide School Improvement Plan.

B. Any provision(s) of an SIP or applications thereof affecting the wages, hours, and/or other terms and conditions of employment, or the impact of any wages, hours, and/or other terms and conditions of employment of any bargaining unit members must have the written approval of the Association prior to being adopted and/or implemented.

C. The conditions which follow shall govern employee participation in any and all plans, programs or projects included in the term *SIP*:

1. Participation by the employee is voluntary.
2. Participation or non-participation shall not be used as a criterion for evaluation, discipline or discharge.

D. **Site-Based Decision Making (SBDM)**

Site-based decision making is the process by which the teachers at the work site jointly make decisions affecting their working conditions. Decisions made by the SBDM committee shall not violate the Agreement. Decisions made by the SBDM committee will be approved by the Association and Board prior to implementation of the decisions.

E. Participation on a SBDM committee is voluntary and shall not be a part of a teacher's evaluation, or otherwise be used to discipline the teacher.

F. Committee decisions will be by consensus. The chairperson of the committee will be selected by the committee.

G. Committee decisions that require a deviation from the Agreement will be permitted only after a properly executed Letter of Agreement between the Association and Board.

H. In the event that any provision(s) of an SIP/SBDM or application thereof violates, contradicts, or is inconsistent with the collective bargaining agreement, the collective bargaining agreement shall prevail.

I. The Board shall have the right to determine the composition of the SBDM and SIP committees. The Board agrees teachers shall be on the committees. Once the Board has determined the composition of the committees, the IEA shall have the right to select the teacher representatives.

ARTICLE XXV - MENTOR TEACHERS

A. A Mentor Teacher shall be defined as a Master Teacher as identified in section 1526 of the School Code and shall perform the duties of a Master Teacher as specified in the code.

B. Each teacher in his/her first three (3) years (following teacher certification) in the classroom shall be assigned a Mentor Teacher by the Administration. The Mentor Teacher shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.

C. A Mentor Teacher shall be assigned in accordance with the following:

1. Participation of bargaining unit members as a Mentor Teacher shall be voluntary.
2. Every effort will be made to match the teacher with a Mentor Teacher who works in the same grade band range or content area.
3. Teachers may be assigned one (1) or more Mentor Teachers. Where possible, at least one (1) shall be a member of the bargaining unit.

D. The purpose of the Mentor/teacher match is to acclimate the teacher and to provide necessary assistance toward the end of quality instruction. The Board and the Association agree the relationship shall be confidential and shall not, in any fashion, be a matter included in any evaluation.

E. A teacher serving as a mentor will be compensated at a rate of $500 per semester per mentee. Payment shall be made on the first pay period following the conclusion of the semester.

F. The Mentor and Mentee must meet for the purpose of mentoring, at least twice per month during the semester of mentoring and the Mentor must check in with the Mentee at least once per week where there is no meeting scheduled.

G. Documentation supporting the meeting schedule will be submitted on a form provided by the district prior to compensation.

ARTICLE XXVI - GOGEBIC COUNTY COMMUNITY SCHOOLS PROGRAM

A. The work-day will start at 7:45 am and end at 3:15 pm.

B. The school day will be eight (8) periods consisting of forty (40) minutes each. Two (2) periods of twenty (20) minutes each (Seminar), and a thirty (30) minute duty-free lunch period. Teachers will be granted one (1) forty (40) minute preparation period.

C. School calendar will follow the Ironwood Area Schools calendar, with the exception of days closed by Gogebic Community College.

D. Community Schools Head Teacher position shall be compensated a flat rate of $2500 per semester in addition to their regular salary. The Community Schools Head Teacher position shall be treated as an extra duty and shall be determined based on seniority. The Community Schools Head Teacher position shall be located where the "Community Schools Program" is located and the head teacher shall receive one (1) additional period of preparation time.

E. After school supervision of student make-up time will be compensated at the curriculum rate. The Community Schools Head Teacher will work with the superintendent to determinethe amount of time allocated for make-up time.

ARTICLE XXVII - DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2028. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

DATE OF SIGNING:

9/8/26

IRONWOOD AREA SCHOOLS BOARD OF EDUCATION:

BY _____
President

9/8/26

BY _____
Secretary

IRONWOOD EDUCATION ASSOCIATION:

10/8

BY _____
President

BY _____
Committee Chairman

Schedule A
Ironwood EA
2026-2027
$2000.00 added to each cell

STEP	BA	BA+20	MA	MA+30
	1,581	1,595	1,860	1,871
0	42,174	43,472	45,095	45,852
1	43,756	45,067	46,955	47,723
2	45,338	46,663	48,815	49,594
3	46,919	48,258	50,675	51,465
4	48,501	49,853	52,535	53,336
5	50,082	51,448	54,395	55,207
6	51,665	53,044	56,256	57,078
7	53,246	54,639	58,116	58,949
8	54,828	56,234	59,976	60,820
9	56,409	57,829	61,836	62,691
10	57,991	59,424	63,696	64,562
11	59,573	61,020	65,557	66,433
12	61,155	62,615	67,417	68,304
13	62,736	64,210	69,277	70,175
14	64,317	65,805	71,137	72,046
15	65,898	67,400	72,997	73,917
20	69,061	70,591	76,718	77,658
25	72,223	73,781	80,438	81,400

Step/Lane/Longevity advancement shall commence as normal at the start of each respective school year.
New hires shall be granted no more than 16 steps (0-15) without Association approval.
Individuals may use State Continuing Education Clock Hours (SCECHs), District Provided Professional Development (DPPD), or credits to move to a higher lane, provided they cannot move to a new degree lane without first obtaining that degree. SCECHs and DPPD are education-related professional learning hours, where 1 college credit is equal to 25 professional learning hours, as defined in R390.1101 of the Michigan Teacher Certification Code.

For employees hired prior to July 1, 2026 (sunset when no longer applicable)
Teachers currently employed by Ironwood Area Schools at a step placement less than their number of years of successful certified public school teaching experience shall take two steps each year until they are at the step equal to their years of experience, not to exceed the difference between their step of hire and step 15.

Note: For example, employee has 11 years (Step 10) of experience but was hired in at step 2. That is a difference of 8 years. The employee shall receive 8 years of double-steps to make up the difference.

Employee has 23 years (Step 22) of experience but was hired in at step 5. The current step limit is 15 for new hires with certified public school teaching experience. That is a difference of 10 steps. The employee shall receive 10 years of double-steps to make up the difference.

Separation and Liquidated Damages
If a teacher resigns after August 1st and before the first student contact day, they shall forfeit one thousand dollars ($1000) as liquidated damages for securing a replacement. If a teacher resigns after the first student contact day and leaves employment before the last student contact day, they shall forfeit two thousand dollars ($2000) as liquidated damages for securing a replacement. Forfeiture will be done through a payroll deduction.

Schedule A
Ironwood EA
2027-2028
$2000.00 added to each cell

STEP	BA	BA+20	MA	MA+30
	1,581	1,595	1,860	1,871
0	44,174	45,472	47,095	47,852
1	45,756	47,067	48,955	49,723
2	47,338	48,663	50,815	51,594
3	48,919	50,258	52,675	53,465
4	50,501	51,853	54,535	55,336
5	52,082	53,448	56,395	57,207
6	53,665	55,044	58,256	59,078
7	55,246	56,639	60,116	60,949
8	56,828	58,234	61,976	62,820
9	58,409	59,829	63,836	64,691
10	59,991	61,424	65,696	66,562
11	61,573	63,020	67,557	68,433
12	63,155	64,615	69,417	70,304
13	64,736	66,210	71,277	72,175
14	66,317	67,805	73,137	74,046
15	67,898	69,400	74,997	75,917
20	71,061	72,591	78,718	79,658
25	74,223	75,781	82,438	83,400

Step/Lane/Longevity advancement shall commence as normal at the start of each respective school year.
New hires shall be granted no more than 16 steps (0-15) without Association approval.
Individuals may use State Continuing Education Clock Hours (SCECHs), District Provided Professional Development (DPPD), or credits to move to a higher lane, provided they cannot move to a new degree lane without first obtaining that degree. SCECHs and DPPD are education-related professional learning hours, where 1 college credit is equal to 25 professional learning hours, as defined in R390.1101 of the Michigan Teacher Certification Code.

For employees hired prior to July 1, 2026 (sunset when no longer applicable)
Teachers currently employed by Ironwood Area Schools at a step placement less than their number of years of successful certified public school teaching experience shall take two steps each year until they are at the step equal to their years of experience, not to exceed the difference between their step of hire and step 15.

Note: For example, employee has 11 years (Step 10) of experience but was hired in at step 2. That is a difference of 8 years. The employee shall receive 8 years of double-steps to make up the difference.

Employee has 23 years (Step 22) of experience but was hired in at step 5. The current step limit is 15 for new hires with certified public school teaching experience. That is a difference of 10 steps. The employee shall receive 10 years of double-steps to make up the difference.

Separation and Liquidated Damages
If a teacher resigns after August 1st and before the first student contact day, they shall forfeit one thousand dollars ($1000) as liquidated damages for securing a replacement. If a teacher resigns after the first student contact day and leaves employment before the last student contact day, they shall forfeit two thousand dollars ($2000) as liquidated damages for securing a replacement. Forfeiture will be done through a payroll deduction.

SCHEDULE B
Ironwood Area Schools

Extra duty salaries will be based on a percentage of the appropriate salary schedule step which is determined by the number of seasons of experience in the district in that sport or activity. Coaches moving from Junior High to Senior High will receive a full season credit for each season in that sport.

The following steps are included in the extra duty schedule.

Years Experience in Ironwood

0	% x BA BASE
1	% x BA STEP 1
2	% x BA STEP 2
3	% x BA STEP 3
4	% x BA STEP 4
9	% x BA STEP 4 x 1.10
14	PREVIOUS STEP x 1.05

No person who was on Schedule B last year will receive less this year. Each person will receive the higher rate of the old or new schedule.

* Includes Pre-Season and Christmas Vacation

** Self funded coaches will not be paid unless funding is raised in full.

Curriculum Rate: Hourly pay determined as follows: BA BASE/180 days/7 hours per day = Curriculum Rate. For Example: In SY2024-2025 it will be $30.96 per hour. For SY 2025-2026 it will be $31.88 per hour.

Head Football * 14%	Assistant* 10%
Head Basketball *..... 14%	Assistant *..... 10%
Head Track 8.5%	Assistant *..... 6%
Head Track ..... 11% *(Dual Position)*	
Volleyball 14%	Assistant *..... 10%
**Boys Baseball.....6%	
**Girls Softball 6%	
**Tennis 5%	
**Golf 5%	
**Cross Country..... .... 6.5%	
**Skiing 5%	
Middle School Football..... .... 4%	

Middle School Basketball 5%

Middle School Girl's Volleyball... 5%

Middle School Track..... ..... 2%

**Middle School Cross Country..... 2%

Cheerleading..... 2 positions at 4% each

Band Director (K-12).....11%

Vocal Director (K-12)..... 11%

Yearbook..... 4%

Drama Club Advisor ..... 2.5% per play - maximum 2 plays

Senior Class Play..... 2.5% per play - maximum 2 plays

Senior Class Advisor..... 3%

Junior Class Advisor/Prom..... 3.5%

Quiz Bowl 3.5%

Teacher Leaders, one each: ..... 2% per semester

K-2, 3-6, SPED, Math, Eng, SS, Sci, Specials

Drivers Training..... Ironwood teacher 12.7% - Outside employee 10.3%

Summer Band..... Curriculum Rate

Middle School Advisor 1.5%

Freshman Advisor 1.5%

Sophomore Advisor..... 1.5%

Middle School Quiz Bowl..... 2%

Middle School Science Olympiad....2%

Instructional Technology..... Curriculum Rate

National Honor Society..... 1%

Summer School Teaching ..... Curriculum Rate

**Esports..... 3.5%

**Robotics..... 3.5%

**Key Club 1%

PLC Coordinator..... $2,500 per semester

MTSS Coordinator ..... $2,500 per semester

The following Schedule B positions are suspended until such time the Board of Education takes action to reinstate them:

Hockey 14%

Assistant *..... 10%

Baseball Assistant 7.5%

NASS..... 1%

SADD..... 1.5%

FHA..... 3%

Forensics..... 3.5%

Debate 4%

School Newspaper..... 3% (must be done outside of school hours)

Camera Club..... 2%

Student Senate..... 2.5%

**Boy's Soccer 5%

**Girl's Soccer..... 5%

Drama Club Advisor ..... 2.5% per play - maximum 2 plays

Senior Class Play..... 2.5% per play - maximum 2 plays

Science Olympiad 3.5%

SCHEDULE C
Ironwood Area Schools

2026-2027 Calendar

Ironwood Area Schools

August 2026

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Early dismissal on half days is at noon.

Board Approved on 04.27.2026

2026-2027 School Calendar

- August 19 Back to School Fair 3:00-7:00
- August 19 Teacher Inservice noon - 7:00
- August 20, 21 No School Teacher Inservice
- August 25 First Day of School
- August 28 & 31 No school
- Sept. 4 & 7 No school Labor Day
- October 30 1st Quarter Ends (47 days)
- October 30 Half Day Students/Half Day PD
- November 3 & 5 **Elementary (K-6)** Parent/Teacher Conferences - 4-6 pm
- November 25- 27 Thanksgiving Break
- December 18, 21, 22 First Semester Exams
- December 22 Semester Ends (81 Days)
- December 22 Half Day/Students/Half Day PD
- December 23 - January 1 Winter Break
- January 4 First Day back after Winter Break
- January 18 MLK Day - No School
- January 27 **Secondary (7-12)** Parent/Teacher Conferences 3:30-7:30 pm
- February 12 No School Teacher Inservice
- February 15 Presidents Day - No School (Snow Make Up Day)
- March 19 Quarter 3 Ends (53 days)
- March 19 Half Day Students/Half Day PD
- March 22 - 29 Spring Break/Easter Monday
- April 12 No School - Snow Make Up Day
- May 3 No School - Snow Make Up Day
- May 27 Graduation Practice
- May 28 Graduation
- May 31 Memorial Day - No School
- June 2 - 4 Final Exams
- June 4 Last Half Day of School (48 Days)
- June 4 Half Day Students/Half Day PD
- Semester One - 81 student contact days
- Semester Two - 99 student contact days = 180

First/Last Day of School, Graduation
Back to School Night
Inservice (PD) Days (No School for students)
Parent Teacher Conferences
End of Marking Periods & Exams
Vacation Days - No School for teachers and students
Snow Make Up Days - No School unless snow days need to be made up



January 2027

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12

SCHEDULE D
HEAD COACH

The Head Coach is directly responsible to the Athletic Director.

Specific Duties:

a. Organize, supervise and coordinate Freshman, Junior Varsity and Varsity Programs within your realm of responsibility.

b. Determine coaching responsibilities for assistant coaches.

c. Issue call for team candidates.

d. Schedule and conduct practice sessions.

e. Supervise the cleaning, storage, issuing and collecting of equipment, locker and shower rooms and the assignment of lockers and the issuing and collection of locks.

f. Be informed of Michigan High School Athletic Association Eligibility Rules.

g. Be informed of contents of the Coaches Handbook

h. Counsel with parents, athletes and teachers as necessary.

i. Attend meetings called by the Athletic Director.

j. Aid in scheduling contests and hiring of officials.

k. Participate in Pep Assemblies.

l. Prepare press releases and report scores to newspaper and radio stations.

m. Consult with Athletic Director on disciplinary measures.

n. Send in conference statistics.

o. Have on file in Athletic Director's office an inventory of equipment, award requirements and training rules.

p. Responsible for team conduct on and off bus while on trips.

q. Prepare annual budget.

r. Inspect equipment periodically and submit requests for maintenance as necessary.

s. Submit list of award winners to Athletic Director.

t. Complete official Michigan High School Athletic Association Rating Forms.

u. Attend Michigan High School Athletic Association Rules meetings.

v. Submit season won-loss record to Athletic Director.

w. Assist the Athletic Director in scheduling athletic contests.

x. Attend Sports Banquet and present awards.

y. Perform reasonable duties associated with his/her coaching assignment.

ASSISTANT COACH

Specific Duties:

a. Coach on Freshman, Junior Varsity, or Varsity level as determined by the Head Coach.

b. Perform coaching tasks as directed by the Head Coach.

c. Become familiar with Michigan High School Athletic Association Eligibility Rules.

d. Attend staff meeting called by Head Coach or Athletic Director.

e. Help supervise athletes on the field, in the locker rooms, on buses, in restaurants, etc.

f. Aid in issuing, collection, care and storage of equipment.

g. Counsel with parents, athletes and teachers as necessary.

h. Perform scouting duties as directed by the Head Coach.

i. Attend Sports Banquet.

j. Serve as coach in absence of the Head Coach.

k. Attend Michigan High School Athletic Association Rules meetings.

l. Perform reasonable duties associated with his/her coaching assignment.

ATHLETIC COACH EVALUATION
Ironwood Area Schools

Name of Coach _____ Assignment _____

The coach shall be evaluated as either satisfactory or unsatisfactory in each of the areas below:

I. PROFESSIONAL AND PERSONAL RELATIONSHIPS

	S	U
A. Cooperates with the Administration and Athletic Director in regard to school policies.	_____	_____
B. Maintains rapport with coaching staff, teachers, and support staffs.	_____	_____
C. Maintains a professional appearance during practices and games	_____	_____
D. Participate in Michigan High School Athletic Assn. and conference meetings as required.	_____	_____
E. Public Relations: Cooperate and works well with the booster club and media.	_____	_____
F. Cooperates with colleges and universities seeking information on student athletes.	_____	_____
G. Demonstrates sportsmanship at games toward players and officials.	_____	_____
H. Rapport with players. Is consistent in addressing athletes in all phases of the program.	_____	_____
I. Maintains rapport with players and parents.	_____	_____
J. Comments:	_____	_____

II. COACHING PERFORMANCE	S	U
A. Respect - sets example.	_____	_____
B. Integration of Coaching and Teaching: Exhibits enthusiasm toward coaching, prepares his athletes in the basics. Actively promotes his/her sport.	_____	_____
C. Supervision and administration of locker and training rooms.	_____	_____
D. Organizes, supervises, coordinates and evaluates practice sessions with proper attention to players' mental and physical well-being.	_____	_____
E. Stays updated on current trends in his/her sport.	_____	_____
F. Consults with Athletic Director on program details.	_____	_____
G. Comments:		

III. RELATED RESPONSIBILITIES	S	U
A. Compliance with meeting deadlines, requisitions, etc.	_____	_____
B. Submits eligibility list and rosters to the Athletic Director.	_____	_____
C. Care of equipment, issue, and storage.	_____	_____
D. Collection of equipment and inventory.	_____	_____
E. Knowledge of eligibility rules and MHSAA policies.	_____	_____
F. Records and Statistics: Maintains adequate written records, statistics, etc.	_____	_____
G. Comments:		

IV. GENERAL COMMENTS	S	U
A. Head Coaches Only: Take charge in a leadership role of the staff, see that each assistant knows his duties. Make a continued effort to up-grade the total program.	_____	_____
B. Control/Discipline of athletes/staff	_____	_____
C. Comments:		

Signature of Athletic Director:_____

Signature of Coach: _____

1st copy - Superintendent
2nd copy - Principal
3rd copy - Athletic Director
4th copy – Coach

APPENDIX A

RULES AND REGULATIONS FOR SICK LEAVE BANK

The following rules and regulations are hereby adopted by the Sick Leave Bank Committee of the Ironwood Area School District, pursuant to Article XIV, subparagraph F through I, of the Master Agreement between the Ironwood Area School District and the Ironwood Education Association.

1. The teachers who have exhausted their accumulated personal leave and critical illness allowance or emergency in the immediate family may petition this committee for additional sick leave days from the bank. Such applicant may draw a maximum of 60 days from the bank per event. Applicants shall not be able to withdraw more than one-hundred twenty (120) days within five (5) consecutive school years, no more than 60 days in school year, and no more than three (3) requests in a five (5) year period. on their initial petition. Teachers may come back to the sick leave bank committee an additional two (2) times in a school year for a total of 180 days. There will be no loss of compensation for the second or third petition. Each petition must be supported by the statement of a physician.

2. In order to draw upon the sick leave bank, the teacher must be absent for two (2) consecutive days without pay.

3. At the beginning of the school year following the use of time from the sick leave bank, a teacher who has used such credit, will repay the sick leave bank three (3) sick leave days for each subsequent year during employment with the Ironwood Area School District until the teacher has repaid the bank for the number of days borrowed, or is no longer employed with the district. Any accumulated sick leave will be, upon termination of employment, returned to the remaining balance owed to the sick leave bank. If fewer days are returned than owed, there will be no other cost to the employee.

4. Each teacher who wishes to participate in the sick leave bank must sign and place on file with the Sick Leave Bank Committee the AGREEMENT OF PARTICIPATION IN THE SICK LEAVE BANK.

5. If a teacher is collecting worker's compensation, the teacher can collect from the sick leave bank the difference between his salary and worker's compensation as in accordance with Article XV, subparagraph G of the Master Agreement. In the event that an applicant receives worker's compensation after the teacher has already drawn from the sick leave bank, the teacher must then repay to the school district the dollar amount of worker's compensation, computed on a daily basis, from the date on which the teacher was eligible and did receive worker's compensation. Upon receipt of such monies, the school district shall credit these monies back to the sick leave bank in days on a pro-rated basis. The teacher

shall be able to retain the dollar amount between his regular salary and worker's compensation.

6. The Sick Leave Bank Committee agrees to abide by the above rules and regulations when granting sick leave days to teachers.

Date	Member
Date	Member
Date	Member

APPENDIX B

AGREEMENT OF PARTICIPATION IN THE SICK LEAVE BANK

The undersigned, being a teacher employed by the Ironwood Area School District, and desiring to participate in the sick leave bank, do hereby agree together and with the Sick Leave Bank Committee and the Ironwood Education Association and the Ironwood Area School District Board of Education as follows:

1. I agree that rules and regulations for the sick leave bank shall govern any days which I may borrow from the sick leave bank, and I agree to be bound thereby.

2. I further agree that, after I have been permitted to borrow days from the sick leave bank, I will repay the sick leave bank in accordance with the rules and regulations of the Sick Leave Bank Committee, and authorize the Ironwood Area School District to deduct from my annual accrual of sick leave, those days specified by the rules and regulations as required to be paid back to the sick leave bank.

3. I further agree that in the event I receive worker's compensation benefits after having been given sick leave time from the sick leave bank, I will repay to the school district the dollar amount of worker's compensation, pro-rated on a daily basis, from the date on which I was eligible and did receive worker's compensation; and I shall retain the dollar amount of the difference between my regular salary and worker's compensation according to the sick leave bank rules and regulations.

_____ _____

Date Teacher

MEMORANDUM OF UNDERSTANDING
BETWEEN
IRONWOOD EDUCATION ASSOCIATION
AND
IRONWOOD AREA SCHOOL DISTRICT

The above named parties heretofore agree that when PA 152 options are revisited in May of each year, the parties shall also negotiate over compensation for the following school year.

For Ironwood Area Schools — Date 6/27/24

For Ironwood Education Association — Date 6/27/24

Letter of Agreement
Between the
Ironwood Area School District Board of Education (District)
And the
Ironwood Education Association (Association)

RE: Article VI Paragraph C

After May 1st, 2027 and prior to June 1st, 2027 both parties agree to meet to negotiate over Article VI Paragraph C.

Caroline Delich 7/22/26 — For the District — Date

Jason Hoffstedt 7/20/26 — For the Association — Date